State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

Product Name: MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### Filing at a Glance

Company: Madison National Life Insurance Company, Inc.

Product Name: MNL MMP 0205 12/1/12 rate filing

State: Arkansas

TOI: H16G Group Health - Major Medical Sub-TOI: H16G.003A Small Group Only - PPO

Filing Type: Rate

Date Submitted: 10/08/2012

SERFF Tr Num: ICCI-128718057

SERFF Status: Closed-Approved-Closed

State Tr Num:

State Status: Approved-Closed

Co Tr Num: MNL MMP 0205 12/1/12 RATE FILING

Implementation On Approval

Date Requested:

Author(s): Brenda Dawson

Reviewer(s): Rosalind Minor (primary)

Disposition Date: 10/15/2012

Disposition Status: Approved-Closed

Implementation Date: 12/01/2012

State Filing Description:

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

**Product Name:** MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **General Information**

Project Name: MNL MMP 0205 12/1/12 rate filing

Project Number: MNL MMP 0205 12/1/12 rate filing

Project Number: MNL MMP 0205 12/1/12 rate filing

Date Approved in Domicile:

Domicile Status Comments:

Explanation for Combination/Other: Market Type: Group

Submission Type: New Submission Group Market Size: Small Group Market Type: Employer, Association Overall Rate Impact:

Filing Status Changed: 10/15/2012

State Status Changed: 10/15/2012 Deemer Date:

Created By: Brenda Dawson Submitted By: Brenda Dawson

Corresponding Filing Tracking Number:

PPACA: Non-Grandfathered Immed Mkt Reforms, Grandfathered Immed Mkt Reforms

PPACA Notes: null

#### Filing Description:

Insurance Compliance Consultants, Inc., is making this filing on behalf of Madison National Life Insurance Company, Inc. A filing authorization letter is attached. All correspondence should be addressed to Insurance Compliance Consultants, Inc.

This is an initial filing to present revised rates for the small employer health insurance products of Madison National Life Insurance Company for Marketing Policy numbers MNL MMP 0205, marketed under Policy Form MNL MMP 0205 and certificate of insurance MNL MMC 0205.

The year-to-year changes being filed at this time include the following:

- 1) 9.9% annual trend
- 2) 20% 2011-12 AR state factor decrease
- 3) New out of pocket options offered under the Imprint product, with an overall +0.2% impact to in force business

Overall year to year rate increase: -11.9%

The proposed effective date will be 12/1/2012.

### **Company and Contact**

### **Filing Contact Information**

Brenda Dawson, Authorized Representative Brendadawson@inscompliance.com

3925 East State Street, Suite 200 815-316-6714 [Phone] Rockford, IL 61108 815-986-2355 [FAX]

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

**Product Name:** MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **Filing Company Information**

(This filing was made by a third party - insurancecomplianceconsultantsinc)

Madison National Life Insurance CoCode: 65781 State of Domicile: Wisconsin

Company, Inc. Group Code: Company Type:
P. O. Box 5008 Group Name: State ID Number:

Madison, WI 53705 FEIN Number: 39-0990296

(800) 356-9601 ext. [Phone]

### **Filing Fees**

Fee Required? Yes

Fee Amount: \$50.00

Retaliatory? No

Fee Explanation:

Per Company: No

CompanyAmountDate ProcessedTransaction #Madison National Life Insurance Company, Inc.\$50.0010/08/201263536291

SERFF Tracking #: ICCI-128718057 State Tracking #: MNL MMP 0205 12/1/12 RATE FILING

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

**Product Name:** MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **Correspondence Summary**

### **Dispositions**

| Status          | Created By     | Created On | Date Submitted |
|-----------------|----------------|------------|----------------|
| Approved-Closed | Rosalind Minor | 10/15/2012 | 10/15/2012     |

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

**Product Name:** MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **Disposition**

Disposition Date: 10/15/2012 Implementation Date: 12/01/2012

Status: Approved-Closed HHS Status: HHS Approved

State Review: Reviewed by Actuary

Comment:

|                       | Company  | Overall % | Overall % | Written       | # of Policy       | Written       | Maximum %      | Minimum %      |
|-----------------------|----------|-----------|-----------|---------------|-------------------|---------------|----------------|----------------|
| Company               | Rate     | Indicated | Rate      | Premium       | Holders Affected  | Premium for   | Change         | Change         |
| Name:                 | Change:  | Change:   | Impact:   | Change for    | for this Program: | this Program: | (where req'd): | (where req'd): |
|                       |          |           |           | this Program: |                   |               |                |                |
| Madison National Life | Decrease | -11.900%  | -11.900%  | \$-25,125     | 13                | \$211,057     | -11.900%       | -11.900%       |
| Insurance Company,    |          |           |           |               |                   |               |                |                |
| Inc.                  |          |           |           |               |                   |               |                |                |

### **Percent Change Approved:**

Minimum: -11.9% Maximum: -11.9% Weighted Average: -11.9%

| Schedule            | Schedule Item                    | Schedule Item Status | Public Access |
|---------------------|----------------------------------|----------------------|---------------|
| Supporting Document | Flesch Certification             | Approved-Closed      | Yes           |
| Supporting Document | Health - Actuarial Justification | Approved-Closed      | No            |
| Supporting Document | Rate Summary Worksheet           | Approved-Closed      | Yes           |
| Supporting Document | Consumer Disclosure Form         | Approved-Closed      | Yes           |
| Supporting Document | MNL Authorization Letter 2012    | Approved-Closed      | Yes           |
| Rate                | rate sheet                       | Approved-Closed      | Yes           |

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

Product Name: MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **Rate Information**

Rate data applies to filing.

Filing Method: SERFF

Rate Change Type: Decrease

Overall Percentage of Last Rate Revision: %

**Effective Date of Last Rate Revision:** 

Filing Method of Last Filing:

**Company Rate Information** 

|   | Company  | Overall % | 0   | verall % | Writ  | tten    | # of Poli  | су       | Written    | Max     | imum %    | Minimum %       |
|---|----------|-----------|-----|----------|-------|---------|------------|----------|------------|---------|-----------|-----------------|
| Company                                     | Rate     | Indicated | R   | ate      | Pre   | mium    | Holders    | Affected | Premium 1  | or Cha  | nge       | Change          |
| Name:                                       | Change:  | Change:   | In  | npact:   | Cha   | nge for | for this F | Program: | this Progr | am: (wh | ere req'd | : (where req'd) |
|   |          |           |     |          | this  | Program | :          |          |            |         |           |                 |
| Madison National Life<br>Insurance Company, | Decrease | -11.900%  | -1  | 1.900%   | \$-25 | 5,125   | 13         |          | \$211,057  | -11.9   | 900%      | -11.900%        |
| Inc.  |          |           |     |          |       |         |            |          |            |         |           |                 |
| Produc                                      | t Type:  | НМО       | PPO | EP       | 0     | POS     | HSA        | HDH      | P FF       | s c     | Other     |                 |
| Covere                                      | d Lives: |           | 12  |          |       |         |            | 11       |            |         |           |                 |
| Policy H                                    | Holders: |           | 6   |          |       |         |            | 7        |            |         |           |                 |

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

**Product Name:** MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **Rate Review Detail**

**COMPANY:** 

Company Name: Madison National Life Insurance Company, Inc.

HHS Issuer Id: 33030

Product Names: Group Major Medical Expense Policy

Trend Factors: 0.79

FORMS:

New Policy Forms:

Affected Forms:

Other Affected Forms: MNL MMP 0205

#### REQUESTED RATE CHANGE INFORMATION:

Change Period: Annual Member Months: 372

Benefit Change: Decrease

Percent Change Requested: Min: -11.9 Max: -11.9 Avg: -11.9

**PRIOR RATE:** 

Total Earned Premium: 211,057.00 Total Incurred Claims: 55,873.00

Annual \$: Min: 260.00 Max: 1,143.00 Avg: 568.00

**REQUESTED RATE:** 

Projected Earned Premium: 185,933.00 Projected Incurred Claims: 130,153.00

Annual \$: Min: 229.00 Max: 1,007.00 Avg: 500.00

State: Arkansas Filing Company: Madison National Life Insurance Company, Inc.

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

Product Name: MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### Rate/Rule Schedule

| Item<br>No. | Schedule<br>Item<br>Status        | Document Name | Affected Form Numbers (Separated with commas) | Rate Action* | Rate Action Information | Attachments              |
|-------------|-----------------------------------|---------------|---|--------------|-------------------------|--------------------------|
| 1           | Approved-<br>Closed<br>10/15/2012 | rate sheet    | MNL MMP 0205                                  | New          |                         | AR MNL 2012<br>Rates.pdf |

### **BASE MEDICAL RATES (Maternity as a Separate, Add-On Amount)**

### **Arkansas**

|       | Employee |        | Spo    | Spouse   |         | M or F  | M or F   | Mate     | rnity  |
|-------|----------|--------|--------|----------|---------|---------|----------|----------|--------|
| Age   | Male     | Female | Male   | Female   | 1 Child | 2 Child | 3+ Child | Spouse F | Empl F |
| <24   | 136.98   | 201.25 | 151.89 | 197.18   | 174.61  | 298.02  | 460.08   | 260.37   | 129.56 |
| 25-29 | 147.66   | 227.98 | 161.19 | 247.99   | 162.95  | 278.12  | 429.36   | 223.24   | 147.72 |
| 30-34 | 171.31   | 275.17 | 177.54 | 305.89   | 156.34  | 266.85  | 411.95   | 136.07   | 109.02 |
| 35-39 | 204.99   | 340.37 | 213.26 | 334.39   | 147.65  | 252.01  | 389.05   | 56.35    | 58.76  |
| 40    | 241.21   | 366.09 | 248.96 | 349.86   | 147.58  | 251.89  | 388.86   | 40.19    | 36.81  |
| 41    | 252.89   | 374.41 | 267.27 | 354.88   | 147.51  | 251.77  | 388.68   | 35.35    | 29.73  |
| 42    | 266.67   | 383.24 | 282.75 | 362.82   | 147.74  | 252.16  | 389.28   | 30.21    | 23.28  |
| 43    | 282.04   | 391.55 | 299.76 | 374.78   | 148.46  | 253.39  | 391.18   | 25.39    | 19.05  |
| 44    | 293.89   | 398.81 | 316.06 | 387.86   | 149.40  | 255.00  | 393.66   | 21.17    | 16.42  |
| 45    | 305.45   | 406.07 | 332.37 | 400.93   | 150.33  | 256.58  | 396.11   | 16.95    | 13.79  |
| 46    | 318.34   | 413.33 | 348.67 | 414.00   | 151.27  | 258.19  | 398.58   | 12.73    | 11.17  |
| 47    | 334.44   | 421.17 | 369.22 | 430.33   | 152.43  | 260.17  | 401.64   | 8.88     | 8.59   |
| 48    | 357.19   | 428.77 | 394.12 | 449.92   | 153.81  | 262.52  | 405.28   | 6.38     | 6.52   |
| 49    | 379.99   | 433.38 | 419.14 | 469.50   | 155.18  | 264.86  | 408.89   | 4.82     | 4.93   |
| 50    | 405.05   | 437.91 | 444.16 | 489.08   | 156.56  | 267.22  | 412.52   | 3.27     | 3.34   |
| 51    | 430.54   | 444.62 | 469.18 | 508.67   | 157.93  | 269.56  | 416.13   | 1.71     | 1.75   |
| 52    | 457.59   | 454.29 | 498.10 | 534.32   | 159.10  | 271.55  | 419.22   | 0.47     | 0.48   |
| 53    | 490.49   | 467.76 | 529.35 | 566.83   | 159.69  | 272.56  | 420.77   | -        | -      |
| 54    | 523.59   | 482.09 | 559.04 | 600.12   | 159.92  | 272.95  | 421.38   | -        | -      |
| 55    | 556.68   | 496.42 | 588.72 | 633.41   | 160.14  | 273.33  | 421.96   | -        | -      |
| 56    | 589.78   | 513.33 | 618.41 | 666.70   | 160.37  | 273.72  | 422.56   | -        | -      |
| 57    | 628.92   | 535.70 | 658.93 | 705.21   | 160.55  | 274.03  | 423.04   | -        | -      |
| 58    | 672.59   | 561.93 | 702.41 | 746.87   | 160.61  | 274.13  | 423.19   | -        | -      |
| 59    | 714.78   | 589.29 | 751.71 | 786.47   | 160.62  | 274.15  | 423.22   | -        | -      |
| 60    | 756.97   | 616.65 | 772.10 | 830.19   | 160.62  | 274.15  | 423.22   | -        | -      |
| 61    | 799.15   | 644.02 | 791.12 | 874.31   | 160.62  | 274.15  | 423.22   | -        | -      |
| 62    | 847.04   | 678.58 | 832.76 | 930.57   | 160.68  | 274.25  | 423.38   | -        | -      |
| 63    | 924.33   | 735.00 | 881.18 | 983.45   | 164.07  | 280.04  | 432.31   | -        | -      |
| 64    | 1,020.10 | 808.60 | 928.90 | 1,034.40 | 167.51  | 285.91  | 441.38   | -        | -      |
| 65+*  | 1,090.84 | 869.49 | 976.62 | 1,085.36 | 169.34  | 289.03  | 446.20   | -        | -      |
| 65+** | 719.95   | 573.86 | 644.57 | 716.34   | 169.34  | 289.03  | 446.20   | -        | -      |

<sup>\*</sup> Medicare Secondary

### TREND FORMULA

Trend Formula For Effective Months Starting 12/1/2011 (2.577)\*(1.0079)^N

N=difference in months between effective date and December 2011

<sup>\*\*</sup> Medicare Primary

| Trend Table           |              |  |  |  |  |
|-----------------------|--------------|--|--|--|--|
| <b>Effective Date</b> | Trend Factor |  |  |  |  |
| 12/1/2011             | 2.577        |  |  |  |  |
| 1/1/2012              | 2.597        |  |  |  |  |
| 2/1/2012              | 2.618        |  |  |  |  |
| 3/1/2012              | 2.638        |  |  |  |  |
| 4/1/2012              | 2.659        |  |  |  |  |
| 5/1/2012              | 2.680        |  |  |  |  |
| 6/1/2012              | 2.701        |  |  |  |  |
| 7/1/2012              | 2.723        |  |  |  |  |
| 8/1/2012              | 2.744        |  |  |  |  |
| 9/1/2012              | 2.766        |  |  |  |  |
| 10/1/2012             | 2.788        |  |  |  |  |
| 11/1/2012             | 2.810        |  |  |  |  |

### **12-MONTH RATE GUARANTEE**

| 12-Month Rate Guarantee 1.03 | 3 |
|------------------------------|---|
|------------------------------|---|

### Insurers Administrative Corporation / Madison National Life Policy form MNL MMP 0205 Group Size Factors

### **GROUP SIZE FACTORS**

#### **Medical Size Factors**

| EE's   | AR   |
|--------|------|
| 1      | 1.25 |
| 2      | 1.25 |
| 2<br>3 | 1.15 |
| 4      | 1.05 |
| 5      | 1.00 |
| 6      | 1.00 |
| 7      | 1.00 |
| 8      | 1.00 |
| 9      | 1.00 |
| 10-14  | 1.00 |
| 15-50  | 1.00 |
| 51+    | 1.00 |

### **Maternity Size Factors**

| EE's  | AR   |
|-------|------|
| 1     | 1.25 |
| 2     | 1.25 |
| 3     | 1.25 |
| 4     | 1.25 |
| 5     | 1.00 |
| 6     | 1.00 |
| 7     | 1.00 |
| 8     | 1.00 |
| 9     | 1.00 |
| 10-14 | 1.00 |
| 15-50 | 1.00 |
| 51+   | 1.00 |

Multiple Option Load (When an employer chooses more than one medical plan to offer employees)

| Group Size | Factor |
|------------|--------|
| <15 EEs    | 1.050  |

# Insurers Administrative Corporation Madison National Life Insurance Company - Small Group Program Imprint Group Health Plans AR

#### **PLAN FACTORS**

**Imprint One Plan Options:** 

| Imprint One P | lan - Coinsurance: 9      | 0%/70%, OOP: \$3              | ,000 / \$6,000         |
|---------------|---------------------------|-------------------------------|------------------------|
| OV Benefit    | In-Network<br>Deductible* | Out-of-Network<br>Deductible* | Medical Only<br>Factor |
| SAAOI**       | \$0                       | \$0                           | 0.961                  |
| SAAOI**       | \$250                     | \$300                         | 0.863                  |
| SAAOI         | \$500                     | \$625                         | 0.765                  |
| SAAOI         | \$1,000                   | \$1,250                       | 0.641                  |
| SAAOI         | \$1,500                   | \$1,875                       | 0.561                  |
| SAAOI         | \$2,000                   | \$2,500                       | 0.492                  |
| SAAOI         | \$3,000                   | \$3,750                       | 0.448                  |
| SAAOI         | \$4,000                   | \$5,000                       | 0.411                  |
| SAAOI         | \$5,000                   | \$6,250                       | 0.384                  |
| SAAOI         | \$6,000                   | \$7,500                       | 0.361                  |
| SAAOI         | \$7,000                   | \$8,750                       | 0.342                  |
| SAAOI         | \$8,000                   | \$10,000                      | 0.323                  |
| SAAOI         | \$9,000                   | \$11,250                      | 0.305                  |
| SAAOI         | \$10,000                  | \$12,500                      | 0.294                  |

| Imprin                   | t One Plan: C                    | OV Copay Op      | tions            |
|--------------------------|----------------------------------|------------------|------------------|
| In-Network<br>Deductible | Out-of-<br>Network<br>Deductible | \$40 OV<br>Copay | \$30 OV<br>Copay |
| \$0                      | \$0                              | 0.965            | 0.979            |
| \$250                    | \$300                            | 0.991            | 1.006            |
| \$500                    | \$625                            | 1.009            | 1.026            |
| \$1,000                  | \$1,250                          | 1.019            | 1.037            |
| \$1,500                  | \$1,875                          | 1.025            | 1.044            |
| \$2,000                  | \$2,500                          | 1.035            | 1.055            |
| \$3,000                  | \$3,750                          | 1.042            | 1.063            |
| \$4,000                  | \$5,000                          | 1.048            | 1.070            |
| \$5,000                  | \$6,250                          | 1.052            | 1.075            |
| \$6,000                  | \$7,500                          | 1.056            | 1.080            |
| \$7,000                  | \$8,750                          | 1.059            | 1.083            |
| \$8,000                  | \$10,000                         | 1.063            | 1.087            |
| \$9,000                  | \$11,250                         | 1.066            | 1.090            |
| \$10,000                 | \$12.500                         | 1.068            | 1.092            |

<sup>\*\*\$0 &</sup>amp; \$250 Deductible plans are only offered with 50% coinsurance

| Imprint One Plan: Factor to Change the OOP |          |          |         |         |         |  |  |
|--|----------|----------|---------|---------|---------|--|--|
| In-Network Out-of-Network OOP OOP          |          | 100%/75% | 90%/70% | 80%/55% | 50%/50% |  |  |
| \$1,500                                    | \$3,000  | 1.017    | 1.045   | 1.078   |         |  |  |
| \$2,000                                    | \$4,000  | 1.009    | 1.026   | 1.037   | 1.068   |  |  |
| \$3,000                                    | \$6,000  | 1.000    | 1.000   | 1.000   | 1.000   |  |  |
| \$4,000                                    | \$8,000  | 0.993    | 0.978   | 0.971   | 0.951   |  |  |
| \$5,000                                    | \$10,000 | 0.987    | 0.962   | 0.950   | 0.902   |  |  |
| \$10,000                                   | \$20,000 | 0.977    | 0.945   | 0.898   | 0.806   |  |  |

<sup>\*</sup>Max 2 Deductibles per family.

| Deductible         Deductible         Brand ded then \$50/\$100/\$150         Formulary, Specialty: SAAOI         SAAOI         0/\$150 Copays         coins/ \$100+50% coins/\$150 Copays         /\$50 Copays           \$0         \$0         1.060         1.154         1.168         1.121         1.099         1.171           \$250         \$300         1.062         1.131         1.135         1.125         1.102         1.175           \$500         \$625         1.064         1.120         1.113         1.127         1.105         1.178           \$1,000         \$1,250         1.067         1.118         1.104         1.134         1.113         1.188           \$1,500         \$1,875         1.070         1.117         1.100         1.140         1.119         1.197           \$2,000         \$2,500         1.075         1.115         1.094         1.147         1.126         1.205           \$3,000         \$3,750         1.081         1.116         1.091         1.155         1.133         1.213           \$4,000         \$5,000         1.087         1.118         1.089         1.164         1.140         1.219           \$5,000         \$6,250         1.102         1.119         1.085 | Imprint One Plan: Multiplicative Drug Benefit Factors |  |   |  |  |  |  |  |  |
|---|---|--|---|--|--|--|--|--|--|
| \$250 \$300 1.062 1.131 1.135 1.125 1.102 1.175<br>\$500 \$625 1.064 1.120 1.113 1.127 1.105 1.178<br>\$1,000 \$1,250 1.067 1.118 1.104 1.134 1.113 1.188<br>\$1,500 \$1,875 1.070 1.117 1.100 1.140 1.119 1.197<br>\$2,000 \$2,500 1.075 1.115 1.094 1.147 1.126 1.205<br>\$3,000 \$3,750 1.081 1.116 1.091 1.155 1.133 1.213<br>\$4,000 \$5,000 1.087 1.118 1.089 1.164 1.140 1.219<br>\$5,000 \$6,250 1.102 1.119 1.087 1.176 1.150 1.225<br>\$6,000 \$7,500 1.124 1.121 1.085 1.185 1.160 1.230   |   |  |   | \$10, \$5,000<br>Brand ded then  | Generic \$10,<br>Brand, Non-<br>Formulary,<br>Specialty:                               | •  | \$10/\$50/\$10<br>0/\$150  | Generic<br>\$10,<br>\$50+30%<br>coins/<br>\$100+50%<br>coins/ \$150                    | \$10/\$25/\$40<br>/\$50<br>Copays  |
| \$500 \$625 1.064 1.120 1.113 1.127 1.105 1.178 1,000 \$1,000 \$1,250 1.067 1.118 1.104 1.134 1.113 1.188 1,500 \$1,875 1.070 1.117 1.100 1.140 1.119 1.197 \$2,000 \$2,500 1.075 1.115 1.094 1.147 1.126 1.205 \$3,000 \$3,750 1.081 1.116 1.091 1.155 1.133 1.213 \$4,000 \$5,000 1.087 1.118 1.089 1.164 1.140 1.219 \$5,000 \$6,250 1.102 1.119 1.087 1.176 1.150 1.225 \$6,000 \$7,500 1.124 1.121 1.085 1.185 1.160 1.230   |   | \$0  | \$0   | 1.060  | 1.154  | 1.168  | 1.121  | 1.099  | 1.171  |
| \$8,000 \$10,000 1.140 1.125 1.083 1.204 1.176 1.240<br>\$9,000 \$11,250 1.145 1.127 1.082 1.214 1.184 1.245  |   | \$500<br>\$1,000<br>\$1,500<br>\$2,000<br>\$3,000<br>\$4,000<br>\$5,000<br>\$6,000<br>\$7,000<br>\$8,000 | \$625<br>\$1,250<br>\$1,875<br>\$2,500<br>\$3,750<br>\$5,000<br>\$6,250<br>\$7,500<br>\$8,750<br>\$10,000 | 1.064<br>1.067<br>1.070<br>1.075<br>1.081<br>1.087<br>1.102<br>1.124<br>1.133<br>1.140 | 1.120<br>1.118<br>1.117<br>1.115<br>1.116<br>1.118<br>1.119<br>1.121<br>1.123<br>1.125 | 1.113<br>1.104<br>1.100<br>1.094<br>1.091<br>1.089<br>1.087<br>1.085<br>1.084<br>1.083 | 1.127<br>1.134<br>1.140<br>1.147<br>1.155<br>1.164<br>1.176<br>1.185<br>1.195<br>1.204 | 1.105<br>1.113<br>1.119<br>1.126<br>1.133<br>1.140<br>1.150<br>1.160<br>1.168<br>1.176 | 1.178<br>1.188<br>1.197<br>1.205<br>1.213<br>1.219<br>1.225<br>1.230<br>1.235<br>1.240 |

| Imprint One Plan: Coinsurance Factor |          |         |         |         |  |  |  |  |
|--------------------------------------|----------|---------|---------|---------|--|--|--|--|
| In-Network<br>Deductible             | 100%/75% | 90%/70% | 80%/55% | 50%/50% |  |  |  |  |
| \$0                                  |          |         |         | 0.778   |  |  |  |  |
| \$250                                |          |         |         | 0.828   |  |  |  |  |
| \$500                                | 1.108    | 1.000   | 0.936   | 0.850   |  |  |  |  |
| \$1,000                              | 1.105    | 1.000   | 0.940   | 0.878   |  |  |  |  |
| \$1,500                              | 1.102    | 1.000   | 0.942   | 0.881   |  |  |  |  |
| \$2,000                              | 1.106    | 1.000   | 0.946   | 0.884   |  |  |  |  |
| \$3,000                              | 1.104    | 1.000   | 0.954   | 0.891   |  |  |  |  |
| \$4,000                              | 1.108    | 1.000   | 0.957   | 0.895   |  |  |  |  |
| \$5,000                              | 1.104    | 1.000   | 0.951   | 0.898   |  |  |  |  |
| \$6,000                              | 1.110    | 1.000   | 0.953   | 0.901   |  |  |  |  |
| \$7,000                              | 1.100    | 1.000   | 0.957   | 0.904   |  |  |  |  |
| \$8,000                              | 1.105    | 1.000   | 0.963   | 0.907   |  |  |  |  |
| \$9,000                              | 1.100    | 1.000   | 0.978   | 0.910   |  |  |  |  |
| \$10,000                             | 1.118    | 1.000   | 0.983   | 0.913   |  |  |  |  |

### **Imprint Two Plan Options:**

| OV Benefit  | In-Network | Out-of-Network | Medical Only |  |
|-------------|------------|----------------|--------------|--|
| Ov Bellelli | Deductible | Deductible     | Wedical Only |  |
| SAAOI       | \$1,000    | \$1,250        | 0.503        |  |
| SAAOI       | \$1,500    | \$1,875        | 0.447        |  |
| SAAOI       | \$2,500    | \$3,125        | 0.389        |  |
| SAAOI       | \$5,000    | \$6,250        | 0.317        |  |

| Imprint Two Plan: OV Co-Pay Options |                              |               |                  |  |  |  |
|-------------------------------------|------------------------------|---------------|------------------|--|--|--|
| In-Network<br>Deductible            | Out-of-Network<br>Deductible | \$40 OV Copay | \$30 OV<br>Copay |  |  |  |
| \$1,000                             | \$1,250                      | 1.019         | 1.037            |  |  |  |
| \$1,500                             | \$1,875                      | 1.025         | 1.044            |  |  |  |
| \$2,500                             | \$3,125                      | 1.038         | 1.059            |  |  |  |
| \$5,000                             | \$6,250                      | 1.052         | 1.075            |  |  |  |

|   | Imprint Two Plan: OOP/ Coinsurance Factor |   |         |         |  |  |  |
|---|---|---|---------|---------|--|--|--|
|   | In-Network<br>OOP<br>(Med Svc /<br>Inpt)  | Out-of-Network<br>OOP<br>(Med Svc / Inpt) | 80%/55% | 50%/50% |  |  |  |
| I | \$2K/\$4K                                 | \$4K/\$8K                                 | 1.007   | 0.921   |  |  |  |
|   | \$3K/\$5K                                 | \$6K/\$10K                                | 0.974   | 0.876   |  |  |  |
|   | \$4K/\$6K                                 | \$8K/\$12K                                | 0.951   | 0.829   |  |  |  |
|   | \$10K/\$10K                               | \$20K/\$20K                               | 0.908   | 0.727   |  |  |  |

| Imprint Two Plan: Multiplicative Drug Benefit Factors |                              |  |  |                 |  |   |  |
|---|------------------------------|--|--|-----------------|--|---|--|
| In-Network<br>Deductible                              | Out-of-Network<br>Deductible | Opt. 1: Generic<br>\$10, \$5,000<br>Brand ded then<br>\$50/\$100/\$150 | Opt. 2:<br>Generic \$10,<br>Brand, Non-<br>Formulary,<br>Specialty:<br>SAAOI | Opt. 3<br>SAAOI | Opt. 4:<br>\$10/\$50/\$10<br>0/\$150<br>Copays | Opt. 5:<br>Generic<br>\$10,<br>\$50+30%<br>coins/<br>\$100+50%<br>coins/ \$150<br>Copay | Opt. 8:<br>\$10/\$25/\$40<br>/\$50<br>Copays |
| \$1,000   | \$1,250                      | 1.062  | 1.109  | 1.095           | 1.130  | 1.107   | 1.203  |
| \$1,500   | \$1,875                      | 1.065  | 1.107  | 1.091           | 1.138  | 1.115   | 1.213  |
| \$2,500   | \$3,125                      | 1.071  | 1.109  | 1.087           | 1.149  | 1.124   | 1.227  |
| \$5,000   | \$6,250                      | 1.095  | 1.111  | 1.082           | 1.175  | 1.147   | 1.243  |

| int HD Plan - Co | oinsurance: 100%/75% | %, OOP \$0 Ind / \$0      | Fam - \$1500 I                   | nd / \$3000     |
|------------------|----------------------|---------------------------|----------------------------------|-----------------|
| Copay            | Individual / Family  | In-Network<br>Deductible* | Out-of-<br>Network<br>Deductible | Medical<br>Only |
| None             | Individual           | \$1,500                   | \$1,875                          | 0.610           |
| None             | Individual           | \$2,500                   | \$3,125                          | 0.515           |
| None             | Individual           | \$3,500                   | \$4,375                          | 0.451           |
| None             | Individual           | \$5,000                   | \$6,250                          | 0.395           |
| None             | Individual           | \$10,000                  | \$12,500                         | 0.328           |
| None             | Individual           | \$15,000                  | \$18,750                         | 0.303           |
| None             | Individual           | \$20,000                  | \$25,000                         | 0.287           |
| None             | Individual           | \$25,000                  | \$31,250                         | 0.281           |
| None             | Family               | \$3,000                   | \$3,750                          | 0.492           |
| None             | Family               | \$5,000                   | \$6,250                          | 0.404           |
| None             | Family               | \$7,000                   | \$8,750                          | 0.335           |
| None             | Family               | \$10,000                  | \$12,500                         | 0.278           |
| None             | Family               | \$15,000                  | \$18,750                         | 0.251           |
| None             | Family               | \$20,000                  | \$25,000                         | 0.239           |
| None             | Family               | \$25,000                  | \$31,250                         | 0.234           |

<sup>\*</sup>All members claims accumulate towards single deductible (stated) and family deductible (which is 2x stated, single deductible).

| Imprint HD Plan - OOP \$1500 Ind / \$3000 Fam - \$3000 Ind / \$6000 Fam |                     |                           |                                  |         |         |         |
|---|---------------------|---------------------------|----------------------------------|---------|---------|---------|
| Copay   | Individual / Family | In-Network<br>Deductible* | Out-of-<br>Network<br>Deductible | 80%/55% | 70%/50% | 50%/50% |
| None  | Individual          | \$1,500                   | \$1,875                          | 0.545   | 0.527   | 0.511   |
| None  | Individual          | \$2,500                   | \$3,125                          | 0.457   | 0.445   | 0.432   |
| None  | Individual          | \$3,500                   | \$4,375                          | 0.390   | 0.380   | 0.372   |
| None  | Individual          | \$5,000                   | \$6,250                          | 0.335   | 0.327   | 0.320   |
| None  | Individual          | \$10,000                  | \$12,500                         | 0.284   | 0.276   | 0.272   |
| None  | Individual          | \$15,000                  | \$18,750                         | 0.263   | 0.257   | 0.254   |
| None  | Individual          | \$20,000                  | \$25,000                         | 0.249   | 0.244   | 0.242   |
| None  | Individual          | \$25,000                  | \$31,250                         | 0.245   | 0.242   | 0.241   |
| None  | Family              | \$3,000                   | \$3,750                          | 0.416   | 0.398   | 0.384   |
| None  | Family              | \$5,000                   | \$6,250                          | 0.343   | 0.331   | 0.319   |
| None  | Family              | \$7,000                   | \$8,750                          | 0.283   | 0.273   | 0.266   |
| None  | Family              | \$10,000                  | \$12,500                         | 0.230   | 0.224   | 0.220   |
| None  | Family              | \$15,000                  | \$18,750                         | 0.207   | 0.202   | 0.198   |
| None  | Family              | \$20,000                  | \$25,000                         | 0.197   | 0.195   | 0.192   |
| None  | Family              | \$25,000                  | \$31,250                         | 0.193   | 0.191   | 0.190   |

<sup>\*</sup>All members claims accumulate towards single deductible (stated) and family deductible (which is 2x stated, single deductible).

|              | Imprint HD Plan: OV Co-Pay Options |               |         |  |  |  |  |  |
|--------------|------------------------------------|---------------|---------|--|--|--|--|--|
| Individual / | In-Network                         | \$40 OV Copay | \$30 OV |  |  |  |  |  |
| Family       | Deductible                         |               | Copay   |  |  |  |  |  |
| Individual   | \$1,500                            | 1.019         | 1.038   |  |  |  |  |  |
| Individual   | \$2,500                            | 1.028         | 1.048   |  |  |  |  |  |
| Individual   | \$3,500                            | 1.036         | 1.057   |  |  |  |  |  |
| Individual   | \$5,000                            | 1.046         | 1.069   |  |  |  |  |  |
| Individual   | \$10,000                           | 1.063         | 1.087   |  |  |  |  |  |
| Individual   | \$15,000                           | 1.071         | 1.095   |  |  |  |  |  |
| Individual   | \$20,000                           | 1.080         | 1.104   |  |  |  |  |  |
| Individual   | \$25,000                           | 1.086         | 1.110   |  |  |  |  |  |
| Family       | \$3,000                            | 1.036         | 1.055   |  |  |  |  |  |
| Family       | \$5,000                            | 1.046         | 1.066   |  |  |  |  |  |
| Family       | \$7,000                            | 1.054         | 1.075   |  |  |  |  |  |
| Family       | \$10,000                           | 1.064         | 1.087   |  |  |  |  |  |
| Family       | \$15,000                           | 1.073         | 1.097   |  |  |  |  |  |
| Family       | \$20,000                           | 1.079         | 1.103   |  |  |  |  |  |
| Family       | \$25,000                           | 1.085         | 1.109   |  |  |  |  |  |

<sup>\*</sup>All members claims accumulate towards single deductible (stated) and family deductible (which is 2x stated, single deductible).

| Imprint HD Plans - Factors to Change the OOP |                       |         |         |         |  |  |  |
|--|-----------------------|---------|---------|---------|--|--|--|
| In-Network<br>OOP                            | Out-of-Network<br>OOP | 80%/55% | 70%/50% | 50%/50% |  |  |  |
| \$1,500                                      | \$3,000               | 1.000   | 1.000   | 1.000   |  |  |  |
| \$2,500                                      | \$5,000               | 0.945   | 0.942   | 0.937   |  |  |  |
| \$5,000                                      | \$10,000              | 0.881   | 0.859   | 0.817   |  |  |  |

| Imprint HD / HSA / HRA Plans: Multiplicative Drug Benefit Factors |                          |   |                 |  |  |                                  |   |  |
|---|--------------------------|---|-----------------|--|--|----------------------------------|---|--|
| Individual /<br>Family  | In-Network<br>Deductible | Opt. 2: Generic<br>\$10, Brand, Non-<br>Formulary,<br>Specialty:<br>SAAOI | Opt. 3<br>SAAOI | Opt. 4:<br>\$10/\$50/\$<br>100/\$150<br>Copays | Opt. 5: Generic \$10, \$50+30% coins/ \$100+50% coins/ \$150 Copay | Opt. 6:<br>Discount<br>Card Only | Opt. 7: Preventive Rx \$20 Copay; Non- Preventive Generic, Brand & Non- Formulary SAAOI | Opt. 8:<br>\$10/\$25/\$<br>40/\$50<br>Copays |
| Individual  | \$1,500                  | 1.129   | 1.107           | 1.149  | 1.131  | 1.000                            | 1.110   | 1.189  |
| Individual  | \$2,500                  | 1.127   | 1.100           | 1.161  | 1.141  | 1.000                            | 1.106   | 1.200  |
| Individual  | \$3,500                  | 1.126   | 1.095           | 1.168  | 1.145  | 1.000                            | 1.102   | 1.210  |
| Individual  | \$5,000                  | 1.124   | 1.090           | 1.181  | 1.155  | 1.000                            | 1.099   | 1.225  |
| Individual  | \$10,000                 | 1.119   | 1.076           | 1.214  | 1.183  | 1.000                            | 1.088   | 1.264  |
| Individual  | \$15,000                 | 1.120   | 1.067           | 1.224  | 1.189  | 1.000                            | 1.082   | 1.277  |
| Individual  | \$20,000                 | 1.123   | 1.062           | 1.232  | 1.195  | 1.000                            | 1.079   | 1.286  |
| Individual  | \$25,000                 | 1.126   | 1.054           | 1.240  | 1.200  | 1.000                            | 1.073   | 1.296  |
| Family  | \$3,000                  | 1.120   | 1.098           | 1.163  | 1.143  | 1.000                            | 1.101   | 1.205  |
| Family  | \$5,000                  | 1.117   | 1.091           | 1.181  | 1.156  | 1.000                            | 1.096   | 1.222  |
| Family  | \$7,000                  | 1.115   | 1.085           | 1.199  | 1.168  | 1.000                            | 1.092   | 1.242  |
| Family  | \$10,000                 | 1.114   | 1.081           | 1.222  | 1.185  | 1.000                            | 1.090   | 1.267  |
| Family  | \$15,000                 | 1.110   | 1.067           | 1.261  | 1.219  | 1.000                            | 1.079   | 1.313  |
| Family  | \$20,000                 | 1.114   | 1.062           | 1.278  | 1.232  | 1.000                            | 1.077   | 1.333  |
| Family  | \$25,000                 | 1.116   | 1.056           | 1.291  | 1.243  | 1.000                            | 1.073   | 1.348  |

### **BASIC & STANDARD PLANS**

#### Montana

| Plan                    | Factor |
|-------------------------|--------|
| MT Uniform Plan Factor  | 1.122  |
| MT Basic Plan Factor    | 1.492  |
| MT Standard Plan Factor | 1.615  |

### **MANDATORY BENEFITS - ALL PLANS**

| Wellness Benefits - Mandatory Rate for PPACA |        |        |        |  |  |
|--|--------|--------|--------|--|--|
| Base Rates Primary Spouse Per Child**        |        |        |        |  |  |
| All Plans                                    | \$4.78 | \$4.78 | \$3.99 |  |  |

<sup>\*\*</sup> Max 3 Children

### **OPTIONAL BENEFITS**

### Monthly Employee Life and AD&D

#### Benefits per \$1,000

| Age   | Male  | Female |
|-------|-------|--------|
| <30   | 0.25  | 0.18   |
| 30-34 | 0.27  | 0.19   |
| 35-39 | 0.30  | 0.20   |
| 40-44 | 0.38  | 0.23   |
| 45-49 | 0.57  | 0.33   |
| 50-54 | 0.86  | 0.44   |
| 55-59 | 1.28  | 0.61   |
| 60-64 | 1.92  | 0.88   |
| 65-69 | 3.01  | 1.34   |
| 70-74 | 5.18  | 2.93   |
| 75-79 | 8.32  | 4.68   |
| 80+   | 13.50 | 7.96   |

Groups >25 apply 30% discount

Dependent Life Insurance per certificate \$1.35

#### 24 Hour Coverage\*

|                 | AL, AZ, IA, NM,<br>VA, WI | All Other<br>States<br>(except KS,<br>NV) |
|-----------------|---------------------------|---|
| Standard Ind    | \$25                      | \$25                                      |
| Substandard Ind | \$25                      | \$45                                      |

<sup>\*</sup> does not apply to KS, NV per owner that accepts the benefit

### **Optional Riders**

### **Supplemental Accident Benefit**

### Available on all Deductibles

| Base Rate Per Member Life* | \$12.67 |
|----------------------------|---------|
|----------------------------|---------|

\*A "member life" is an employee, spouse or "children" unit (regardless of # of children)

| Benefit | Factor |
|---------|--------|
| \$500   | 1.000  |
| \$1,000 | 1.630  |
| \$2,000 | 2.670  |

### Maternity

See 'Base Rates' tab.

### Wellness Benefit: Prior to 10/1/2010 only

| Wellness Buy-up Options | <b>Benefit Limit</b> | Factor |
|-------------------------|----------------------|--------|
| Imprint One             | \$1,000              | 1.015  |
| Imprint Two             | \$500                | 1.015  |
| Imprint HD              | \$500                | 1.020  |

### **PLAN FACTORS**

### Choice Plus Plan Options:

| Coinsurance: 90%/70%, Stop Loss \$10,000/\$13,333   |          |         |         |       |  |  |
|---|----------|---------|---------|-------|--|--|
| In-Network Deductible  Out-of-Network Deductible  In-Network OOP Out-of-Netowrk OOP Rx - Option 4 |          |         |         |       |  |  |
| \$500   | \$1,000  | \$1,000 | \$4,000 | 0.963 |  |  |
| \$1,000   | \$2,000  | \$1,000 | \$4,000 | 0.843 |  |  |
| \$1,500   | \$3,000  | \$1,000 | \$4,000 | 0.766 |  |  |
| \$2,000   | \$4,000  | \$1,000 | \$4,000 | 0.717 |  |  |
| \$2,500   | \$5,000  | \$1,000 | \$4,000 | 0.661 |  |  |
| \$5,000   | \$10,000 | \$1,000 | \$4,000 | 0.612 |  |  |

Factors to Change Stop Loss, OOP on 90/70 Plans

| In-Network OOP | Out-of-Netowrk OOP | In-Network Stop Loss | Out-of-Netowrk Stop<br>Loss |       |
|----------------|--------------------|----------------------|-----------------------------|-------|
| \$1,500        | \$6,000            | \$15,000             | \$20,000                    | 0.996 |
| \$2,000        | \$8,000            | \$20,000             | \$26,667                    | 0.981 |
| \$2,500        | \$10,000           | \$25,000             | \$33,333                    | 0.974 |

| Coinsurance: 80%/60%, Stop Loss \$ 5,000/\$12,500              |            |         |         |       |  |  |
|--|------------|---------|---------|-------|--|--|
| In-Network OUT-of-Network OOP Out-of-Netowrk OOP Rx - Option 4 |            |         |         |       |  |  |
| Deductible   | Deductible |         |         | •     |  |  |
| \$500  | \$1,000    | \$1,000 | \$5,000 | 0.938 |  |  |
| \$1,000  | \$2,000    | \$1,000 | \$5,000 | 0.825 |  |  |
| \$1,500  | \$3,000    | \$1,000 | \$5,000 | 0.750 |  |  |
| \$2,000  | \$4,000    | \$1,000 | \$5,000 | 0.703 |  |  |
| \$2,500  | \$5,000    | \$1,000 | \$5,000 | 0.647 |  |  |
| \$5,000  | \$10,000   | \$1,000 | \$5,000 | 0.599 |  |  |

Factors to Change Stop Loss, OOP on 80/60 Plans

| In-Network OOP  | Out-of-Notowrk OOP | In-Network Stop Loss  | Out-of-Netowrk Stop |       |
|-----------------|--------------------|-----------------------|---------------------|-------|
| III-Network OOF | Out-or-Netowik OOF | III-Network Stop Loss | Loss                |       |
| \$2,000         | \$10,000           | \$10,000              | \$25,000            | 0.949 |
| \$3,000         | \$15,000           | \$15,000              | \$37,500            | 0.921 |
| \$4,000         | \$20,000           | \$20,000              | \$50,000            | 0.900 |
| \$5,000         | \$25,000           | \$25,000              | \$62,500            | 0.886 |

| Coinsurance: 70%/50%, Stop Loss \$ 5,000 / \$10,000 |   |         |         |       |  |  |  |  |  |
|---|---|---------|---------|-------|--|--|--|--|--|
| In-Network<br>Deductible                            | I In-Network OOP   Out-ot-Netowrk OOP   Rx - Option 4 |         |         |       |  |  |  |  |  |
| \$500   | \$1,000   | \$1,500 | \$5,000 | 0.895 |  |  |  |  |  |
| \$1,000   | \$2,000   | \$1,500 | \$5,000 | 0.790 |  |  |  |  |  |
| \$1,500   | \$3,000   | \$1,500 | \$5,000 | 0.719 |  |  |  |  |  |
| \$2,000   | \$4,000   | \$1,500 | \$5,000 | 0.675 |  |  |  |  |  |
| \$2,500   | \$5,000   | \$1,500 | \$5,000 | 0.623 |  |  |  |  |  |
| \$5,000   | \$10,000  | \$1,500 | \$5,000 | 0.576 |  |  |  |  |  |

Factors to Change Stop Loss, OOP on 70/50 Plans

| Factors to Change Sto |                    |                      |                             |       |
|-----------------------|--------------------|----------------------|-----------------------------|-------|
| In-Network OOP        | Out-of-Netowrk OOP | In-Network Stop Loss | Out-of-Netowrk Stop<br>Loss |       |
| \$3,000               | \$10,000           | \$10,000             | \$20,000                    | 0.932 |
| \$4,500               | \$15,000           | \$15,000             | \$30,000                    | 0.892 |
| \$6,000               | \$20,000           | \$20,000             | \$40,000                    | 0.865 |
| \$7,500               | \$25,000           | \$25,000             | \$50,000                    | 0.845 |

AR MNL 2012 Rates Choice Plus

AR

| Coinsurance: 60%/50%, Stop Loss \$ 5,000/\$10,000   |          |         |         |       |  |  |  |
|---|----------|---------|---------|-------|--|--|--|
| In-Network Deductible Out-of-Network Deductible In-Network OOP Out-of-Netowrk OOP Rx - Option 4 |          |         |         |       |  |  |  |
| \$500   | \$1,000  | \$2,000 | \$5,000 | 0.872 |  |  |  |
| \$1,000   | \$2,000  | \$2,000 | \$5,000 | 0.771 |  |  |  |
| \$1,500   | \$3,000  | \$2,000 | \$5,000 | 0.703 |  |  |  |
| \$2,000   | \$4,000  | \$2,000 | \$5,000 | 0.660 |  |  |  |
| \$2,500   | \$5,000  | \$2,000 | \$5,000 | 0.609 |  |  |  |
| \$5,000   | \$10,000 | \$2,000 | \$5,000 | 0.563 |  |  |  |

Factors to Change Stop Loss, OOP on 60/50 Plans

| In-Network OOP   | Out-of-Notowek OOP | In-Network Stop Loss  | Out-of-Netowrk Stop |       |
|------------------|--------------------|-----------------------|---------------------|-------|
| III-INELWOLK COP | Out-of-Netowik OOF | III-Network Stop Loss | Loss                |       |
| \$3,000          | \$7,500            | \$7,500               | \$15,000            | 0.952 |
| \$4,000          | \$10,000           | \$10,000              | \$20,000            | 0.911 |
| \$5,000          | \$12,500           | \$125,000             | \$25,000            | 0.883 |
| \$7,000          | \$17,500           | \$175,000             | \$35,000            | 0.847 |
| \$10,000         | \$25,000           | \$25,000              | \$50,000            | 0.808 |

| PPO Choice Plus Office Visit / Lab Xray / |  |
|---|--|
| Urgent Care / Wellness Copay Factors      |  |

|                          |                              | •           |             |
|--------------------------|------------------------------|-------------|-------------|
| In-Network<br>Deductible | Out-of-Network<br>Deductible | \$20 Co-Pay | \$30 Co-Pay |
| \$500                    | \$1,000                      | 1.015       | 1.000       |
| \$1,000                  | \$2,000                      | 1.020       | 1.000       |
| \$1,500                  | \$3,000                      | 1.025       | 1.000       |
| \$2,000                  | \$4,000                      | 1.030       | 1.000       |
| \$2,500                  | \$5,000                      | 1.032       | 1.000       |
| \$5,000                  | \$10,000                     | 1.041       | 1.000       |

|          | Rx Option                                 |       |
|----------|---|-------|
| Option 1 | Discount Card Only                        | 0.805 |
| Option 2 | \$15 Generic                              | 0.851 |
| Option 3 | \$20, Brand ded- \$200 \$30 / \$45 / \$60 | 0.964 |
| Option 4 | \$20 / \$30 / \$45 / \$60(specialty)      | 1.000 |

| Wellness Benefits - Mandatory Rate for PPACA |         |        |            |  |  |
|--|---------|--------|------------|--|--|
| Base Rates                                   | Primary | Spouse | Child(ren) |  |  |
| All Plans \$8.24 \$8.24                      |         |        |            |  |  |

### Wellness Benefit: Prior to 10/1/2010 only

| Plan                     | Copay | Benefit Limit | Factor |
|--------------------------|-------|---------------|--------|
| Choice Plus (Integrated) | \$20  | \$500         | 1.030  |
| Choice Plus (Integrated) | \$30  | \$500         | 1.030  |

AR MNL 2012 Rates Choice Plus

### **PLAN FACTORS**

### **Economy Plus Plan Options:**

|   | Coinsurance: 80% / 60% |         |         |         |          |       |  |  |
|---|------------------------|---------|---------|---------|----------|-------|--|--|
| In-Network Deductible Out-of-Network Deductible Out-of-Network (service/supplies) Out-of-Network (service/supplies) Out-of-Network (In/Out Patient Surgical) Out-of-Network (In/Out Patient Surgical) |                        |         |         |         |          |       |  |  |
| \$1,000   | \$2,000                | \$2,000 | \$5,000 | \$4,000 | \$10,000 | 0.624 |  |  |
| \$1,500   | \$3,000                | \$2,000 | \$5,000 | \$4,000 | \$10,000 | 0.561 |  |  |
| \$2,000   | \$4,000                | \$2,000 | \$5,000 | \$4,000 | \$10,000 | 0.521 |  |  |
| \$2,500   | \$5,000                | \$2,000 | \$5,000 | \$4,000 | \$10,000 | 0.492 |  |  |
| \$5,000   | \$10,000               | \$2,000 | \$5,000 | \$4,000 | \$10,000 | 0.432 |  |  |

|                          | Coinsurance: 70% / 50%       |                                  |                                      |   |  |               |  |  |
|--------------------------|------------------------------|----------------------------------|--------------------------------------|---|--|---------------|--|--|
| In-Network<br>Deductible | Out-of-Network<br>Deductible | In network<br>(service/supplies) | Out-of-Network<br>(service/supplies) | In network (In/Out<br>Patient Surgical) | Out-of-Network<br>(In/Out Patient<br>Surgical) | Rx - Option 4 |  |  |
| \$1,000                  | \$2,000                      | \$2,000                          | \$5,000                              | \$4,000                                 | \$10,000                                       | 0.580         |  |  |
| \$1,500                  | \$3,000                      | \$2,000                          | \$5,000                              | \$4,000                                 | \$10,000                                       | 0.520         |  |  |
| \$2,000                  | \$4,000                      | \$2,000                          | \$5,000                              | \$4,000                                 | \$10,000                                       | 0.484         |  |  |
| \$2,500                  | \$5,000                      | \$2,000                          | \$5,000                              | \$4,000                                 | \$10,000                                       | 0.456         |  |  |
| \$5,000                  | \$10,000                     | \$2,000                          | \$5,000                              | \$4,000                                 | \$10,000                                       | 0.401         |  |  |

|                          | Coinsurance: 60% / 50%       |   |  |               |          |       |  |  |
|--------------------------|------------------------------|---|--|---------------|----------|-------|--|--|
| In-Network<br>Deductible | Out-of-Network<br>Deductible | In network (In/Out<br>Patient Surgical) | Out-of-Network<br>(In/Out Patient<br>Surgical) | Rx - Option 4 |          |       |  |  |
| \$1,000                  | \$2,000                      | \$2,000                                 | \$5,000  | \$4,000       | \$10,000 | 0.568 |  |  |
| \$1,500                  | \$3,000                      | \$2,000                                 | \$5,000  | \$4,000       | \$10,000 | 0.509 |  |  |
| \$2,000                  | \$4,000                      | \$2,000                                 | \$5,000  | \$4,000       | \$10,000 | 0.474 |  |  |
| \$2,500                  | \$5,000                      | \$2,000                                 | \$5,000  | \$4,000       | \$10,000 | 0.448 |  |  |
| \$5,000                  | \$10,000                     | \$2,000                                 | \$5,000  | \$4,000       | \$10,000 | 0.394 |  |  |

|            |                | Ecnomy Plus Office Visit / Lab Xray /<br>Urgent Care / Wellness Copay Factors |             |  |  |  |  |
|------------|----------------|---|-------------|--|--|--|--|
| In-Network | Out-of-Network | \$20 Co-Pay   | \$30 Co-Pay |  |  |  |  |
| Deductible | Deductible     | \$20 00 1 uy  | 400 00 1 ay |  |  |  |  |
| \$1,000    | \$2,000        | 1.020   | 1.000       |  |  |  |  |
| \$1,500    | \$3,000        | 1.025   | 1.000       |  |  |  |  |
| \$2,000    | \$4,000        | 1.030   | 1.000       |  |  |  |  |
| \$2,500    | \$5,000        | 1.032   | 1.000       |  |  |  |  |
| \$5,000    | \$10,000       | 1.041   | 1.000       |  |  |  |  |

|          | Rx Option                                 |       |
|----------|---|-------|
| Option 1 | Discount Card Only                        | 0.805 |
| Option 2 | \$15 Generic                              | 0.851 |
| Option 3 | \$20, Brand ded- \$200 \$30 / \$45 / \$60 | 0.964 |
| Option 4 | \$20 / \$30 / \$45 / \$60(specialty)      | 1.000 |

| Wellness Benefits - Mandatory Rate for PPACA |         |        |            |  |  |  |  |
|--|---------|--------|------------|--|--|--|--|
| Base Rates                                   | Primary | Spouse | Child(ren) |  |  |  |  |
| All Plans                                    | \$8.24  | \$8.24 | \$14.89    |  |  |  |  |

AR MNL 2012 Rates Economy Plus

### Wellness Benefit: Prior to 10/1/2010 only

| Plan                    | Copay | Benefit Limit | Factor |
|-------------------------|-------|---------------|--------|
| Economy Plus (Optional) | \$20  | \$250         | 1.040  |
| Economy Plus (Optional) | \$20  | \$500         | 1.070  |
| Economy Plus (Optional) | \$30  | \$250         | 1.040  |
| Economy Plus (Optional) | \$30  | \$500         | 1.070  |

AR MNL 2012 Rates Economy Plus

### **PLAN FACTORS**

### One Deductible Plus Plans:

|                        |                          |                                  |                                 |   | Coinsurance: 100% / %80%, Stop Loss: \$0 / \$15,000 |                 |  |  |                                      |
|------------------------|--------------------------|----------------------------------|---------------------------------|---|---|-----------------|--|--|--------------------------------------|
|                        |                          |                                  |                                 |   | Option 1  | Option 2        | Option 3   | Option 4                                   | Option 5                             |
| Individual /<br>Family | In-Network<br>Deductible | Out-of-<br>Network<br>Deductible | In-Network<br>Out-of-<br>Pocket | Out-of-<br>Network<br>Out-of-<br>Pocket | Discount<br>Card Only                               | \$15<br>Generic | \$20, Brand<br>ded- \$200<br>\$30 / \$45 /<br>\$60 | \$20 / \$30 /<br>\$45 /<br>\$60(specialty) | Subject to<br>Ded and<br>Coinsurance |
| Individual             | \$1,200                  | \$2,400                          | \$0                             | \$3,000                                 | 0.722   | 0.748           | 0.803  | 0.838                                      | 0.813                                |
| Individual             | \$1,250                  | \$2,500                          | \$0                             | \$3,000                                 | 0.700   | 0.726           | 0.780  | 0.815                                      | 0.788                                |
| Individual             | \$1,500                  | \$3,000                          | \$0                             | \$3,000                                 | 0.658   | 0.684           | 0.737  | 0.772                                      | 0.736                                |
| Individual             | \$1,700                  | \$3,400                          | \$0                             | \$3,000                                 | 0.642   | 0.668           | 0.720  | 0.755                                      | 0.718                                |
| Individual             | \$2,600                  | \$5,200                          | \$0                             | \$3,000                                 | 0.536   | 0.562           | 0.612  | 0.646                                      | 0.593                                |
| Individual             | \$3,500                  | \$7,000                          | \$0                             | \$3,000                                 | 0.487   | 0.513           | 0.561  | 0.595                                      | 0.534                                |
| Individual             | \$5,000                  | \$10,000                         | \$0                             | \$3,000                                 | 0.438   | 0.464           | 0.510  | 0.544                                      | 0.478                                |
| Individual             | \$10,000                 | \$20,000                         | \$0                             | \$3,000                                 | 0.302   | 0.328           | 0.372  | 0.406                                      | 0.326                                |
| Family                 | \$2,400                  | \$4,800                          | \$0                             | \$6,000                                 | 0.589   | 0.615           | 0.670  | 0.705                                      | 0.664                                |
| Family                 | \$2,500                  | \$5,000                          | \$0                             | \$6,000                                 | 0.568   | 0.594           | 0.648  | 0.683                                      | 0.639                                |
| Family                 | \$3,000                  | \$6,000                          | \$0                             | \$6,000                                 | 0.529   | 0.555           | 0.608  | 0.643                                      | 0.593                                |
| Family                 | \$3,400                  | \$6,800                          | \$0                             | \$6,000                                 | 0.513   | 0.539           | 0.591  | 0.626                                      | 0.573                                |
| Family                 | \$5,200                  | \$10,400                         | \$0                             | \$6,000                                 | 0.451   | 0.477           | 0.527  | 0.561                                      | 0.492                                |
| Family                 | \$7,000                  | \$14,000                         | \$0                             | \$6,000                                 | 0.359   | 0.385           | 0.433  | 0.467                                      | 0.394                                |
| Family                 | \$10,000                 | \$20,000                         | \$0                             | \$6,000                                 | 0.319   | 0.345           | 0.391  | 0.425                                      | 0.348                                |
| Family                 | \$20,000                 | \$40,000                         | \$0                             | \$6,000                                 | 0.206   | 0.232           | 0.276  | 0.310                                      | 0.222                                |

|                        |                          |                                  |                                 |   | Coinsurance: 70% / 50%, Stop Loss: \$5,000 / \$6,000 |                 |  |  |                                      |
|------------------------|--------------------------|----------------------------------|---------------------------------|---|--|-----------------|--|--|--------------------------------------|
|                        |                          |                                  |                                 |   | Option 1   | Option 2        | Option 3   | Option 4                                   | Option 5                             |
| Individual /<br>Family | In-Network<br>Deductible | Out-of-<br>Network<br>Deductible | In-Network<br>Out-of-<br>Pocket | Out-of-<br>Network<br>Out-of-<br>Pocket | Discount<br>Card Only                                | \$15<br>Generic | \$20, Brand<br>ded- \$200<br>\$30 / \$45 /<br>\$60 | \$20 / \$30 /<br>\$45 /<br>\$60(specialty) | Subject to<br>Ded and<br>Coinsurance |
| Individual             | \$1,200                  | \$2,400                          | \$1,500                         | \$3,000                                 | 0.608  | 0.634           | 0.689  | 0.724                                      | 0.675                                |
| Individual             | \$1,250                  | \$2,500                          | \$1,500                         | \$3,000                                 | 0.592  | 0.618           | 0.672  | 0.707                                      | 0.656                                |
| Individual             | \$1,500                  | \$3,000                          | \$1,500                         | \$3,000                                 | 0.558  | 0.584           | 0.637  | 0.672                                      | 0.617                                |
| Individual             | \$1,700                  | \$3,400                          | \$1,500                         | \$3,000                                 | 0.549  | 0.575           | 0.627  | 0.662                                      | 0.606                                |
| Individual             | \$2,600                  | \$5,200                          | \$1,500                         | \$3,000                                 | 0.464  | 0.490           | 0.540  | 0.574                                      | 0.508                                |
| Individual             | \$3,500                  | \$7,000                          | \$1,500                         | \$3,000                                 | 0.430  | 0.456           | 0.504  | 0.538                                      | 0.468                                |
| Individual             | \$5,000                  | \$10,000                         | \$1,500                         | \$3,000                                 | 0.391  | 0.417           | 0.463  | 0.497                                      | 0.424                                |
| Individual             | \$10,000                 | \$20,000                         | \$1,500                         | \$3,000                                 | 0.276  | 0.302           | 0.346  | 0.380                                      | 0.296                                |
| Family                 | \$2,400                  | \$4,800                          | \$1,500                         | \$6,000                                 | 0.474  | 0.500           | 0.555  | 0.590                                      | 0.527                                |
| Family                 | \$2,500                  | \$5,000                          | \$1,500                         | \$6,000                                 | 0.459  | 0.485           | 0.539  | 0.574                                      | 0.510                                |
| Family                 | \$3,000                  | \$6,000                          | \$1,500                         | \$6,000                                 | 0.429  | 0.455           | 0.508  | 0.543                                      | 0.475                                |
| Family                 | \$3,400                  | \$6,800                          | \$1,500                         | \$6,000                                 | 0.417  | 0.443           | 0.495  | 0.530                                      | 0.461                                |
| Family                 | \$5,200                  | \$10,400                         | \$1,500                         | \$6,000                                 | 0.363  | 0.389           | 0.439  | 0.473                                      | 0.398                                |
| Family                 | \$7,000                  | \$14,000                         | \$1,500                         | \$6,000                                 | 0.299  | 0.325           | 0.373  | 0.407                                      | 0.326                                |
| Family                 | \$10,000                 | \$20,000                         | \$1,500                         | \$6,000                                 | 0.270  | 0.296           | 0.342  | 0.376                                      | 0.293                                |
| Family                 | \$20,000                 | \$40,000                         | \$1,500                         | \$6,000                                 | 0.177  | 0.203           | 0.247  | 0.281                                      | 0.190                                |

|                     |                          | One Deductible Plus Office Visit / Lab Xray / Urgent Care / Wellness Copay Factors |            |       |                |           |            |  |
|---------------------|--------------------------|--|------------|-------|----------------|-----------|------------|--|
|                     |                          |  | 100% / 70% |       |                | 70% / 50% | <b>'</b> 0 |  |
| Individual / Family | In-Network<br>Deductible | Ded / Coins  | \$20       | \$30  | Ded /<br>Coins | \$20      | \$30       |  |
| Individual          | \$1,200                  | 1.000  | 1.077      | 1.052 | 1.000          | 1.080     | 1.055      |  |
| Individual          | \$1,250                  | 1.000  | 1.081      | 1.055 | 1.000          | 1.084     | 1.058      |  |
| Individual          | \$1,500                  | 1.000  | 1.087      | 1.060 | 1.000          | 1.090     | 1.063      |  |
| Individual          | \$1,700                  | 1.000  | 1.091      | 1.063 | 1.000          | 1.094     | 1.066      |  |
| Individual          | \$2,600                  | 1.000  | 1.105      | 1.076 | 1.000          | 1.108     | 1.079      |  |
| Individual          | \$3,500                  | 1.000  | 1.115      | 1.084 | 1.000          | 1.118     | 1.087      |  |
| Individual          | \$5,000                  | 1.000  | 1.128      | 1.095 | 1.000          | 1.131     | 1.098      |  |
| Individual          | \$10,000                 | 1.000  | 1.162      | 1.125 | 1.000          | 1.165     | 1.128      |  |
| Family              | \$2,400                  | 1.000  | 1.077      | 1.052 | 1.000          | 1.080     | 1.055      |  |
| Family              | \$2,500                  | 1.000  | 1.081      | 1.055 | 1.000          | 1.084     | 1.058      |  |
| Family              | \$3,000                  | 1.000  | 1.087      | 1.060 | 1.000          | 1.090     | 1.063      |  |
| Family              | \$3,400                  | 1.000  | 1.091      | 1.063 | 1.000          | 1.094     | 1.066      |  |
| Family              | \$5,200                  | 1.000  | 1.105      | 1.076 | 1.000          | 1.108     | 1.079      |  |
| Family              | \$7,000                  | 1.000  | 1.115      | 1.084 | 1.000          | 1.118     | 1.087      |  |
| Family              | \$10,000                 | 1.000  | 1.128      | 1.095 | 1.000          | 1.131     | 1.098      |  |
| Family              | \$20,000                 | 1.000  | 1.162      | 1.125 | 1.000          | 1.165     | 1.128      |  |

| One Deductible Plus and | Traditions Plu |
|-------------------------|----------------|
| Plan                    | AR and UT      |
| One Deductible Plan     | 0.886          |
| HSA Plan                | 0.886          |
| HRA Plan                | 0.886          |

| Wellness Benefits - Mandatory Rate for PPACA |        |        |         |  |  |  |  |
|--|--------|--------|---------|--|--|--|--|
| Base Rates Primary Spouse Child(ren)         |        |        |         |  |  |  |  |
| All Plans                                    | \$8.24 | \$8.24 | \$14.89 |  |  |  |  |

### Wellness Benefit: Prior to 10/1/2010 only

| Plan                       | Copay | Benefit Limi | Factor |
|----------------------------|-------|--------------|--------|
| One Deductible Plus (Optio | \$35  | \$250        | 1.060  |
| One Deductible Plus (Optio | \$35  | \$500        | 1.100  |

AR MNL 2012 Rates One Deductible Plus

### **PLAN FACTORS**

### **Traditions Plus HDHP Plans:**

|                        |            |     |                       |              | Coinsurance: 100%                               |  |                                |  |
|------------------------|------------|-----|-----------------------|--------------|---|--|--------------------------------|--|
|                        |            |     | Option 1              | Option 2     | Option 3  | Option 4                                   | Option 5                       |  |
| Individual /<br>Family | Deductible | ООР | Discount Card<br>Only | \$15 Generic | \$20, Brand ded-<br>\$200 \$30 / \$45 /<br>\$60 | \$20 / \$30 / \$45<br>/<br>\$60(specialty) | Subject to Ded and Coinsurance |  |
| Individual             | \$1,200    | \$0 | 0.818                 | 0.848        | 0.911   | 0.951                                      | 0.921                          |  |
| Individual             | \$1,250    | \$0 | 0.794                 | 0.823        | 0.886   | 0.926                                      | 0.892                          |  |
| Individual             | \$1,500    | \$0 | 0.745                 | 0.775        | 0.836   | 0.876                                      | 0.834                          |  |
| Individual             | \$1,700    | \$0 | 0.728                 | 0.758        | 0.818   | 0.857                                      | 0.813                          |  |
| Individual             | \$2,600    | \$0 | 0.607                 | 0.637        | 0.695   | 0.734                                      | 0.672                          |  |
| Individual             | \$3,500    | \$0 | 0.552                 | 0.582        | 0.637   | 0.676                                      | 0.605                          |  |
| Individual             | \$5,000    | \$0 | 0.497                 | 0.527        | 0.580   | 0.619                                      | 0.542                          |  |
| Individual             | \$10,000   | \$0 | 0.343                 | 0.373        | 0.423   | 0.462                                      | 0.369                          |  |
| Family                 | \$2,400    | \$0 | 0.667                 | 0.697        | 0.760   | 0.800                                      | 0.752                          |  |
| Family                 | \$2,500    | \$0 | 0.644                 | 0.674        | 0.736   | 0.776                                      | 0.725                          |  |
| Family                 | \$3,000    | \$0 | 0.599                 | 0.629        | 0.690   | 0.730                                      | 0.672                          |  |
| Family                 | \$3,400    | \$0 | 0.581                 | 0.611        | 0.670   | 0.710                                      | 0.650                          |  |
| Family                 | \$5,200    | \$0 | 0.489                 | 0.523        | 0.578   | 0.618                                      | 0.555                          |  |
| Family                 | \$7,000    | \$0 | 0.407                 | 0.437        | 0.492   | 0.531                                      | 0.446                          |  |
| Family                 | \$10,000   | \$0 | 0.361                 | 0.391        | 0.444   | 0.483                                      | 0.394                          |  |
| Family                 | \$20,000   | \$0 | 0.233                 | 0.263        | 0.314   | 0.353                                      | 0.252                          |  |

|                        |            |         | Coinsurance: 70%, Stop Loss: \$ 5,000 |              |   |  |                                |  |  |
|------------------------|------------|---------|---------------------------------------|--------------|---|--|--------------------------------|--|--|
|                        |            |         | Option 1                              | Option 2     | Option 3  | Option 4                                   | Option 5                       |  |  |
| Individual /<br>Family | Deductible | ООР     | Discount Card<br>Only                 | \$15 Generic | \$20, Brand ded-<br>\$200 \$30 / \$45 /<br>\$60 | \$20 / \$30 / \$45<br>/<br>\$60(specialty) | Subject to Ded and Coinsurance |  |  |
| Individual             | \$1,200    | \$1,500 | 0.699                                 | 0.729        | 0.792   | 0.832                                      | 0.776                          |  |  |
| Individual             | \$1,250    | \$1,500 | 0.681                                 | 0.711        | 0.773   | 0.813                                      | 0.754                          |  |  |
| Individual             | \$1,500    | \$1,500 | 0.642                                 | 0.672        | 0.733   | 0.772                                      | 0.710                          |  |  |
| Individual             | \$1,700    | \$1,500 | 0.631                                 | 0.661        | 0.721   | 0.761                                      | 0.697                          |  |  |
| Individual             | \$2,600    | \$1,500 | 0.534                                 | 0.564        | 0.621   | 0.661                                      | 0.584                          |  |  |
| Individual             | \$3,500    | \$1,500 | 0.495                                 | 0.524        | 0.580   | 0.619                                      | 0.538                          |  |  |
| Individual             | \$5,000    | \$1,500 | 0.450                                 | 0.480        | 0.532   | 0.571                                      | 0.488                          |  |  |
| Individual             | \$10,000   | \$1,500 | 0.317                                 | 0.347        | 0.398   | 0.437                                      | 0.340                          |  |  |
| Family                 | \$2,400    | \$3,000 | 0.545                                 | 0.575        | 0.638   | 0.678                                      | 0.606                          |  |  |
| Family                 | \$2,500    | \$3,000 | 0.528                                 | 0.558        | 0.620   | 0.660                                      | 0.587                          |  |  |
| Family                 | \$3,000    | \$3,000 | 0.493                                 | 0.523        | 0.584   | 0.624                                      | 0.546                          |  |  |
| Family                 | \$3,400    | \$3,000 | 0.480                                 | 0.509        | 0.569   | 0.609                                      | 0.530                          |  |  |
| Family                 | \$5,200    | \$3,000 | 0.417                                 | 0.447        | 0.505   | 0.544                                      | 0.458                          |  |  |
| Family                 | \$7,000    | \$3,000 | 0.344                                 | 0.374        | 0.429   | 0.468                                      | 0.375                          |  |  |
| Family                 | \$10,000   | \$3,000 | 0.311                                 | 0.340        | 0.393   | 0.432                                      | 0.337                          |  |  |
| Family                 | \$20,000   | \$3,000 | 0.204                                 | 0.233        | 0.284   | 0.323                                      | 0.219                          |  |  |

AR MNL 2012 Rates Traditions Plus HDHP

|                        |            | Traditions Plus Office Visit / Lab Xray / Urgent Care / Wellness Copay Factors |       |       | ay Factors  |       |       |
|------------------------|------------|--|-------|-------|-------------|-------|-------|
|                        |            |  | 100%  |       |             | 70%   |       |
| Individual /<br>Family | Deductible | Ded /<br>Coins   | \$20  | \$30  | Ded / Coins | \$20  | \$30  |
| Individual             | \$1,200    | 1.000  | 1.077 | 1.052 | 1.000       | 1.080 | 1.055 |
| Individual             | \$1,250    | 1.000  | 1.081 | 1.055 | 1.000       | 1.084 | 1.058 |
| Individual             | \$1,500    | 1.000  | 1.087 | 1.060 | 1.000       | 1.090 | 1.063 |
| Individual             | \$1,700    | 1.000  | 1.091 | 1.063 | 1.000       | 1.094 | 1.066 |
| Individual             | \$2,600    | 1.000  | 1.105 | 1.076 | 1.000       | 1.108 | 1.079 |
| Individual             | \$3,500    | 1.000  | 1.115 | 1.084 | 1.000       | 1.118 | 1.087 |
| Individual             | \$5,000    | 1.000  | 1.128 | 1.095 | 1.000       | 1.131 | 1.098 |
| Individual             | \$10,000   | 1.000  | 1.162 | 1.125 | 1.000       | 1.165 | 1.128 |
| Family                 | \$2,400    | 1.000  | 1.077 | 1.052 | 1.000       | 1.080 | 1.055 |
| Family                 | \$2,500    | 1.000  | 1.081 | 1.055 | 1.000       | 1.084 | 1.058 |
| Family                 | \$3,000    | 1.000  | 1.087 | 1.060 | 1.000       | 1.090 | 1.063 |
| Family                 | \$3,400    | 1.000  | 1.091 | 1.063 | 1.000       | 1.094 | 1.066 |
| Family                 | \$5,200    | 1.000  | 1.105 | 1.076 | 1.000       | 1.108 | 1.079 |
| Family                 | \$7,000    | 1.000  | 1.115 | 1.084 | 1.000       | 1.118 | 1.087 |
| Family                 | \$10,000   | 1.000  | 1.128 | 1.095 | 1.000       | 1.131 | 1.098 |
| Family                 | \$20,000   | 1.000  | 1.162 | 1.125 | 1.000       | 1.165 | 1.128 |

| One Deductible Plus and Traditions Plus HDHP State Factors |                                 |                         |  |
|--|---------------------------------|-------------------------|--|
| Plan   | OK (Non-<br>Qualified<br>Plans) | OK (Qualified<br>Plans) |  |
| One Deductible Plan  | 0.886                           | n/a                     |  |
| HSA Plan   | n/a                             | 0.886                   |  |
| HRA Plan   | 0.886                           | n/a                     |  |

| Wellness Benefits - Mandatory Rate for PPACA |         |        |            |
|--|---------|--------|------------|
| Base Rates                                   | Primary | Spouse | Child(ren) |
| All Plans                                    | \$8.24  | \$8.24 | \$14.89    |

### Wellness Benefit: Prior to 10/1/2010 only

| Plan                            | Copay | Benefit Limit | Factor |
|---------------------------------|-------|---------------|--------|
| Traditions Plus HDHP (Optional) | \$35  | \$250         | 1.060  |
| Traditions Plus HDHP (Optional) | \$35  | \$500         | 1.100  |

AR MNL 2012 Rates Traditions Plus HDHP

### **Traditions Plus Plan Options:**

| Coinsurance: 80%, Stop Loss \$10,000 |         |       |  |
|--------------------------------------|---------|-------|--|
| Deductible OOP Rx - Option 4         |         |       |  |
| \$500                                | \$2,000 | 1.019 |  |
| \$1,000                              | \$2,000 | 0.923 |  |
| \$1,500                              | \$2,000 | 0.855 |  |
| \$2,000                              | \$2,000 | 0.808 |  |
| \$2,500                              | \$2,000 | 0.767 |  |
| \$5,000                              | \$2,000 | 0.636 |  |

Factors to Change Stop Loss, OOP on 80% Plans

| <br>· doto: o to ondingo otop zooo; o o |           |       |
|---|-----------|-------|
| OOP                                     | Stop Loss |       |
| \$1,000                                 | \$5,000   | 1.066 |
| \$3,000                                 | \$15,000  | 0.990 |
| \$4,000                                 | \$20,000  | 0.966 |
| \$5,000                                 | \$25,000  | 0.953 |
| \$10,000                                | \$50,000  | 0.894 |

| Coinsurance: 70%, Stop Loss \$6,667 |         |               |  |
|-------------------------------------|---------|---------------|--|
| Deductible                          | OOP     | Rx - Option 4 |  |
| \$500                               | \$2,000 | 0.949         |  |
| \$1,000                             | \$2,000 | 0.863         |  |
| \$1,500                             | \$2,000 | 0.803         |  |
| \$2,000                             | \$2,000 | 0.763         |  |
| \$2,500                             | \$2,000 | 0.727         |  |
| \$5,000                             | \$2,000 | 0.608         |  |

Factors to Change Stop Loss, OOP on 70% Plans

| OOP      | Stop Loss |       |
|----------|-----------|-------|
| \$1,000  | \$3,333   | 1.060 |
| \$3,000  | \$10,000  | 0.991 |
| \$4,000  | \$13,333  | 0.972 |
| \$5,000  | \$16,666  | 0.959 |
| \$10,000 | \$33,333  | 0.901 |

| Coinsurance: 50%, Stop Loss \$4,000 |         |               |  |
|-------------------------------------|---------|---------------|--|
| Deductible                          | OOP     | Rx - Option 4 |  |
| \$500                               | \$2,000 | 0.835         |  |
| \$1,000                             | \$2,000 | 0.770         |  |
| \$1,500                             | \$2,000 | 0.724         |  |
| \$2,000                             | \$2,000 | 0.693         |  |
| \$2,500                             | \$2,000 | 0.665         |  |
| \$5,000                             | \$2,000 | 0.565         |  |

AR MNL 2012 Rates Traditions Plus

### AR

| Factors to Change Stop Loss, OOP on 50% Plans |          |       |  |  |
|---|----------|-------|--|--|
| OOP Stop Loss                                 |          |       |  |  |
| \$1,000                                       | \$2,000  | 1.058 |  |  |
| \$3,000                                       | \$6,000  | 0.993 |  |  |
| \$4,000                                       | \$8,000  | 0.975 |  |  |
| \$5,000                                       | \$10,000 | 0.962 |  |  |
| \$10,000                                      | \$20,000 | 0.908 |  |  |

| Traditions Plus Office Visit / Lab Xray / Urgent |
|--|
| Care / Wellness Copay Factors                    |

| Deductible | No Copay | \$20 Co-Pay | \$30 Co-Pay |
|------------|----------|-------------|-------------|
| \$500      | 1.000    | 1.071       | 1.050       |
| \$1,000    | 1.000    | 1.084       | 1.060       |
| \$1,500    | 1.000    | 1.098       | 1.071       |
| \$2,000    | 1.000    | 1.107       | 1.079       |
| \$2,500    | 1.000    | 1.113       | 1.084       |
| \$5,000    | 1.000    | 1.139       | 1.106       |

| Option 1 | Discount Card Only                        | 0.805 |
|----------|---|-------|
| Option 2 | \$15 Generic                              | 0.851 |
| Option 3 | \$20, Brand ded- \$200 \$30 / \$45 / \$60 | 0.964 |
| Option 4 | \$20 / \$30 / \$45 / \$60(specialty)      | 1.000 |

| Wellness Benefits - Mandatory Rate for PPACA |  |  |  |  |  |
|--|--|--|--|--|--|
| Base Rates Primary Spouse Child(ren)         |  |  |  |  |  |
| All Plans \$8.24 \$14.89                     |  |  |  |  |  |

AR MNL 2012 Rates Traditions Plus

No RX PPO Solutions Plan Factors for \$5,000/\$5000 Stop-Loss \*

| 110 1171 1 0 Colditions 1 lan 1 actors 101 \$6,000,\$6000 Ctop 2000 |                |        |       |       |       |       |
|---|----------------|--------|-------|-------|-------|-------|
| IN<br>Deductible  | OON Deductible | 100/80 | 90/70 | 80/60 | 70/50 | 60/40 |
| \$500   | \$1,000        | N/A    | 0.920 | 0.854 | 0.798 | 0.759 |
| \$750   | \$1,500        | N/A    | 0.842 | 0.781 | 0.732 | 0.697 |
| \$1,000   | \$2,000        | N/A    | 0.771 | 0.718 | 0.675 | 0.644 |
| \$1,500   | \$3,000        | N/A    | 0.679 | 0.632 | 0.594 | 0.568 |
| \$2,000   | \$4,000        | N/A    | 0.605 | 0.566 | 0.533 | 0.510 |
| \$2,500   | \$5,000        | N/A    | 0.568 | 0.533 | 0.502 | 0.480 |
| \$3,000   | \$6,000        | N/A    | 0.546 | 0.515 | 0.488 | 0.469 |
| \$4,000   | \$8,000        | N/A    | 0.508 | 0.482 | 0.457 | 0.439 |
| \$5,000   | \$10,000       | N/A    | 0.477 | 0.455 | 0.432 | 0.416 |
| \$7,500   | \$15,000       | N/A    | 0.422 | 0.404 | 0.385 | 0.372 |
| \$10,000  | \$20,000       | 0.396  | 0.375 | 0.361 | 0.346 | 0.336 |

<sup>\*</sup> Stop-Loss for 100/80 Plan is \$0 In-Network

PPO Solutions Plan Multiplier Against \$5,000/\$5,000 Stop-Loss \*

|             | 11 C Columbia Figure 7 (games 40) Coor 40,000 Ctop 2000 |                 |             |             |                |
|-------------|---|-----------------|-------------|-------------|----------------|
| Cainauranaa |   | \$10,000/\$10,0 | \$10,000/\$ | \$15,000/\$ | \$15,000/\$30, |
| Coinsurance | \$5,000/\$10,000  | 00              | 20,000      | 15,000      | 000            |
| 100/80      | N/A   | 0.995           | N/A         | 0.989       | N/A            |
| 90/70       | 0.986   | 0.957           | 0.941       | 0.929       | 0.916          |
| 80/60       | 0.982   | 0.934           | 0.914       | 0.897       | 0.881          |
| 70/50       | 0.979   | 0.912           | 0.888       | 0.857       | 0.838          |
| 60/40       | 0.977   | 0.893           | 0.867       | 0.828       | 0.807          |

<sup>\*</sup> Stop-Loss for 100/80 Plan is \$0 In-Network

**PPO Solutions Office Copay Multiplier** 

| PPO Solutions Office Copay Multiplier |           |             |           |  |
|---------------------------------------|-----------|-------------|-----------|--|
| IN                                    |           |             |           |  |
| Deductible                            | No Co-Pay | \$20 Co-Pay | 30 Co-Pay |  |
| \$500                                 | 0.960     | 1.015       | 1.000     |  |
| \$750                                 | 0.955     | 1.018       | 1.000     |  |
| \$1,000                               | 0.945     | 1.021       | 1.000     |  |
| \$1,500                               | 0.940     | 1.024       | 1.000     |  |
| \$2,000                               | 0.930     | 1.027       | 1.000     |  |
| \$2,500                               | 0.925     | 1.030       | 1.000     |  |
| \$3,000                               | 0.920     | 1.033       | 1.000     |  |
| \$4,000                               | 0.915     | 1.036       | 1.000     |  |
| \$5,000                               | 0.910     | 1.039       | 1.000     |  |
| \$7,500                               | 0.905     | 1.046       | 1.000     |  |
| \$10,000                              | 0.900     | 1.053       | 1.000     |  |

**PPO Solutions Out-of-Network Deductible Multiplier** 

| IN<br>Deductible | OON Deductible | Deductible to 3x IN Deductible |
|------------------|----------------|--------------------------------|
| \$500            | \$1,500        | 0.990                          |
| \$750            | \$2,250        | 0.989                          |
| \$1,000          | \$3,000        | 0.989                          |
| \$1,500          | \$4,500        | 0.985                          |
| \$2,000          | \$6,000        | 0.984                          |
| \$2,500          | \$7,500        | 0.980                          |
| \$3,000          | \$9,000        | 0.980                          |
| \$4,000          | \$12,000       | 0.978                          |
| \$5,000          | \$15,000       | 0.980                          |
| \$7,500          | \$22,500       | 0.976                          |
| \$10,000         | \$30,000       | 0.977                          |

### **Rx Benefits**

**RX Co-Pay Options** 

|             | Discount Card will<br>be included when<br>no Rx benefit is<br>selected for all<br>insured | \$10 Generic /<br>\$25 Formulary<br>/ \$40 Non-<br>Formulary | Generic,<br>\$200<br>Brand<br>Ded, \$30<br>or 20%<br>Formular<br>y / \$45 or<br>50% Non-<br>Formular | \$15 then<br>100%<br>Generic,<br>\$100<br>Brand<br>Ded, \$30<br>or 20%<br>Formulary<br>/ \$45 or<br>50% Non-<br>Formulary | \$15 Generic /<br>\$30 or 20%<br>Formulary /<br>\$45 or 50%<br>Non-<br>Formulary<br>Copays |
|-------------|---|--|--|---|--|
| Rx Benefits | 0.000   | 0.127  | 0.088  | 0.097   | 0.107  |

| Deductible | PPO Solutions RX<br>SAAOI Plan<br>Multiplier |
|------------|--|
| \$500      | 1.160  |
| \$750      | 1.135  |
| \$1,000    | 1.112  |
| \$1,500    | 1.104  |
| \$2,000    | 1.098  |
| \$2,500    | 1.096  |
| \$3,000    | 1.093  |
| \$4,000    | 1.087  |
| \$5,000    | 1.080  |
| \$7,500    | 1.075  |
| \$10,000   | 1.070  |

### **Traditional Solutions Plan Factors**

No RX Traditional Solutions Plan Factors for \$5,000 Stop-Loss \*

|            | 110 101 110 110 110 110 110 110 110 110 |       |       |       |  |
|------------|---|-------|-------|-------|--|
| Deductible | 100%                                    | 80%   | 60%   | 50%   |  |
| \$500      | N/A                                     | 1.048 | 0.884 | 0.807 |  |
| \$750      | N/A                                     | 1.005 | 0.851 | 0.778 |  |
| \$1,000    | N/A                                     | 0.967 | 0.822 | 0.753 |  |
| \$1,500    | N/A                                     | 0.903 | 0.771 | 0.707 |  |
| \$2,000    | N/A                                     | 0.856 | 0.733 | 0.673 |  |
| \$2,500    | N/A                                     | 0.807 | 0.692 | 0.636 |  |
| \$3,000    | N/A                                     | 0.767 | 0.660 | 0.607 |  |
| \$4,000    | N/A                                     | 0.722 | 0.623 | 0.574 |  |
| \$5,000    | N/A                                     | 0.688 | 0.595 | 0.548 |  |
| \$7,500    | N/A                                     | 0.599 | 0.523 | 0.483 |  |
| \$10,000   | 0.550                                   | 0.506 | 0.446 | 0.414 |  |

<sup>\*</sup> Stop-Loss for 100% Plan is \$0

Traditonal Solutoins Plan Multiplier Against \$5,000 Stop-Loss

| Coinsuran |         |          |          |
|-----------|---------|----------|----------|
| ce        | \$3,000 | \$10,000 | \$15,000 |
| 80%       | N/A     | 0.940    | 0.903    |
| 60%       | 1.066   | 0.897    | 0.836    |
| 50%       | 1.077   | 0.880    | 0.809    |

**Traditional SolutionsOffice Factors** 

| Deductible | No Co-Pay | \$20 Co-Pay | 30 Co-Pay |
|------------|-----------|-------------|-----------|
| \$500      | 0.955     | 1.020       | 1.000     |
| \$750      | 0.950     | 1.024       | 1.000     |
| \$1,000    | 0.940     | 1.028       | 1.000     |
| \$1,500    | 0.935     | 1.032       | 1.000     |
| \$2,000    | 0.925     | 1.036       | 1.000     |
| \$2,500    | 0.920     | 1.040       | 1.000     |
| \$3,000    | 0.915     | 1.044       | 1.000     |
| \$4,000    | 0.910     | 1.048       | 1.000     |
| \$5,000    | 0.905     | 1.052       | 1.000     |
| \$7,500    | 0.900     | 1.060       | 1.000     |
| \$10,000   | 0.895     | 1.068       | 1.000     |

### **Rx Factors**

Additive Load for RX Co-Pay Options

|         | Additive   | Jau IOI KA CO-I   |  | 13   |
|---------|--|---|--|--|
|         | \$10 Generic / \$25<br>Formulary / \$40<br>Non-Formulary | \$15 then<br>100% Generic,<br>\$200 Brand<br>Ded, \$30 or<br>20%<br>Formulary /<br>\$45 or 50%<br>Non-Formulary | Generic,<br>\$100<br>Brand<br>Ded, \$30<br>or 20%<br>Formular<br>y / \$45 or<br>50% Non-<br>Formular | \$15<br>Generic /<br>\$30 or<br>20%<br>Formulary<br>/ \$45 or<br>50% Non-<br>Formulary<br>Copays |
| RX Load | 0.127  | 0.088   | 0.097  | 0.107  |

| Deductible | Traditional<br>Solutions RX<br>SAAOI Plan<br>Multiplier |
|------------|---|
| \$500      | 1.160   |
| \$750      | 1.135   |
| \$1,000    | 1.112   |
| \$1,500    | 1.104   |
| \$2,000    | 1.098   |
| \$2,500    | 1.096   |
| \$3,000    | 1.093   |
| \$4,000    | 1.087   |
| \$5,000    | 1.080   |
| \$7,500    | 1.075   |
| \$10,000   | 1.070   |

### **Consumer PPO Solutions Factors**

No RX Consumer PPO Plan Factors for \$5,000/\$10,000 Stop-Loss \*

| Individual / | IN Deductible | OON        | 400/00 | 00/70 | 00/00 | 70/50 |
|--------------|---------------|------------|--------|-------|-------|-------|
| Family       |               | Deductible | 100/80 | 90/70 | 80/60 | 70/50 |
| Individual   | \$1,200       | \$2,400    | 0.711  | 0.669 | 0.631 | 0.597 |
| Individual   | \$1,500       | \$3,000    | 0.657  | 0.619 | 0.585 | 0.555 |
| Individual   | \$2,000       | \$4,000    | 0.596  | 0.563 | 0.533 | 0.506 |
| Individual   | \$2,700       | \$5,400    | 0.522  | 0.493 | 0.468 | 0.445 |
| Individual   | \$3,500       | \$7,000    | 0.478  | 0.453 | 0.430 | 0.410 |
| Individual   | \$5,000       | \$10,000   | 0.428  | 0.406 | 0.387 | 0.369 |
| Individual   | \$10,000      | \$20,000   | 0.293  | 0.282 | 0.271 | 0.262 |
| Family       | \$2,500       | \$5,000    | 0.574  | 0.544 | 0.516 | 0.491 |
| Family       | \$3,000       | \$6,000    | 0.537  | 0.509 | 0.484 | 0.461 |
| Family       | \$4,000       | \$8,000    | 0.480  | 0.456 | 0.434 | 0.414 |
| Family       | \$5,450       | \$10,900   | 0.417  | 0.397 | 0.379 | 0.362 |
| Family       | \$7,500       | \$15,000   | 0.345  | 0.329 | 0.315 | 0.302 |
| Family       | \$10,000      | \$20,000   | 0.313  | 0.301 | 0.289 | 0.278 |

<sup>\*</sup> Stop-Loss on 100/80 Plan is \$0 In-Network

INA Consumer PPO Plan Multiplier Against \$5,000/\$10,000 Stop-

|   | Individual /<br>Family | Coinsurance | \$10,000/\$20,000 | 5,000/\$30,0 | 000 |
|---|------------------------|-------------|-------------------|--------------|-----|
| I | Individual             | 100/80      | 0.984             | 0.975        |     |
| ı | Individual             | 90/70       | 0.952             | 0.918        |     |
| ı | Individual             | 80/60       | 0.925             | 0.883        |     |
| ı | Individual             | 70/50       | 0.899             | 0.842        |     |
| ı | Family                 | 100/80      | 0.987             | 0.977        |     |
| ı | Family                 | 90/70       | 0.962             | 0.936        |     |
| ı | Family                 | 80/60       | 0.935             | 0.895        |     |
| l | Family                 | 70/50       | 0.911             | 0.857        |     |

<sup>\*</sup> Stop-Loss on 100/80 Plan is \$0 In-Network

### **Consumer PPO Office Visit Copay Factors**

|                        |                          | One Deductible Plus Office Visit / Lab Xray / Urgent Care / Wellness Copay Factors |          |       |             |           |       |
|------------------------|--------------------------|--|----------|-------|-------------|-----------|-------|
|                        |                          | 10   | 0% / 80% |       |             | 90% / 70% |       |
| Individual /<br>Family | In-Network<br>Deductible | Ded / Coins  | \$20     | \$30  | Ded / Coins | \$20      | \$30  |
| Individual             | \$1,200                  | 1.000  | 1.077    | 1.052 | 1.000       | 1.078     | 1.053 |
| Individual             | \$1,500                  | 1.000  | 1.087    | 1.060 | 1.000       | 1.088     | 1.061 |
| Individual             | \$2,000                  | 1.000  | 1.096    | 1.068 | 1.000       | 1.097     | 1.069 |
| Individual             | \$2,700                  | 1.000  | 1.107    | 1.078 | 1.000       | 1.108     | 1.079 |
| Individual             | \$3,500                  | 1.000  | 1.115    | 1.084 | 1.000       | 1.116     | 1.085 |
| Individual             | \$5,000                  | 1.000  | 1.128    | 1.095 | 1.000       | 1.129     | 1.096 |
| Individual             | \$10,000                 | 1.000  | 1.162    | 1.125 | 1.000       | 1.163     | 1.126 |
| Family                 | \$2,500                  | 1.000  | 1.081    | 1.055 | 1.000       | 1.082     | 1.056 |
| Family                 | \$3,000                  | 1.000  | 1.087    | 1.060 | 1.000       | 1.088     | 1.061 |
| Family                 | \$4,000                  | 1.000  | 1.095    | 1.067 | 1.000       | 1.096     | 1.068 |
| Family                 | \$5,450                  | 1.000  | 1.107    | 1.078 | 1.000       | 1.108     | 1.079 |
| Family                 | \$7,500                  | 1.000  | 1.118    | 1.087 | 1.000       | 1.119     | 1.088 |
| Family                 | \$10,000                 | 1.000  | 1.128    | 1.095 | 1.000       | 1.129     | 1.096 |

|                        |                          | One Deductible Plus Office Visit / Lab Xray / Urgent Care / Wellness Copay Factors |          |       |             |           |       |
|------------------------|--------------------------|--|----------|-------|-------------|-----------|-------|
|                        |                          | 80   | 0% / 60% |       |             | 70% / 50% |       |
| Individual /<br>Family | In-Network<br>Deductible | Ded / Coins  | \$20     | \$30  | Ded / Coins | \$20      | \$30  |
| Individual             | \$1,200                  | 1.000  | 1.079    | 1.054 | 1.000       | 1.080     | 1.055 |
| Individual             | \$1,500                  | 1.000  | 1.089    | 1.062 | 1.000       | 1.090     | 1.063 |
| Individual             | \$2,000                  | 1.000  | 1.098    | 1.070 | 1.000       | 1.100     | 1.070 |
| Individual             | \$2,700                  | 1.000  | 1.109    | 1.080 | 1.000       | 1.110     | 1.081 |
| Individual             | \$3,500                  | 1.000  | 1.117    | 1.086 | 1.000       | 1.118     | 1.087 |
| Individual             | \$5,000                  | 1.000  | 1.130    | 1.097 | 1.000       | 1.131     | 1.098 |
| Individual             | \$10,000                 | 1.000  | 1.164    | 1.127 | 1.000       | 1.165     | 1.128 |
| Family                 | \$2,500                  | 1.000  | 1.083    | 1.057 | 1.000       | 1.084     | 1.058 |
| Family                 | \$3,000                  | 1.000  | 1.089    | 1.062 | 1.000       | 1.090     | 1.063 |
| Family                 | \$4,000                  | 1.000  | 1.097    | 1.069 | 1.000       | 1.098     | 1.070 |
| Family                 | \$5,450                  | 1.000  | 1.109    | 1.080 | 1.000       | 1.110     | 1.081 |
| Family                 | \$7,500                  | 1.000  | 1.120    | 1.089 | 1.000       | 1.121     | 1.090 |
| Family                 | \$10,000                 | 1.000  | 1.130    | 1.097 | 1.000       | 1.131     | 1.098 |

| Plan          | AR    |
|---------------|-------|
| Non-HSA Plans | 0.886 |
| HSA Plan      | 0.886 |
| HRA Plan      | 0.886 |

### **Rx Benefits**

**RX Co-Pay Options** 

|             | Discount Card will<br>be included when<br>no Rx benefit is<br>selected for all<br>insured | \$10 Generic /<br>\$25 Formulary<br>/ \$40 Non-<br>Formulary | \$15 then<br>100%<br>Generic,<br>\$200<br>Brand<br>Ded, \$30<br>or 20%<br>Formular<br>y / \$45 or<br>50% Non-<br>Formular | \$15 then<br>100%<br>Generic,<br>\$100<br>Brand<br>Ded, \$30<br>or 20%<br>Formulary<br>/ \$45 or<br>50% Non-<br>Formulary | Copays |
|-------------|---|--|---|---|--------|
| Rx Benefits | 0.000   | 0.127  | 0.088   | 0.097   | 0.107  |

| Individual /<br>Family | Deductible | INA<br>Consumer RX<br>SAAOI Plan<br>Multiplier |
|------------------------|------------|--|
| Individual             | \$1,200    | 1.110  |
| Individual             | \$1,500    | 1.104  |
| Individual             | \$2,000    | 1.098  |
| Individual             | \$2,700    | 1.095  |
| Individual             | \$3,500    | 1.090  |
| Individual             | \$5,000    | 1.080  |
| Individual             | \$10,000   | 1.070  |
| Family                 | \$2,500    | 1.110  |
| Family                 | \$3,000    | 1.098  |
| Family                 | \$4,000    | 1.095  |
| Family                 | \$5,450    | 1.090  |
| Family                 | \$7,500    | 1.085  |
| Family                 | \$10,000   | 1.079  |

### **Consumer Indemnity Solutions**

No RX Consumer Indemnity Plan Factors for \$5,000 Stop-Loss \*

| Individual /<br>Family | Deductible | 100%  | 80%   | 50%   |
|------------------------|------------|-------|-------|-------|
| Individual             | \$1,200    | 0.839 | 0.748 | 0.654 |
| Individual             | \$1,500    | 0.765 | 0.684 | 0.603 |
| Individual             | \$2,000    | 0.696 | 0.625 | 0.552 |
| Individual             | \$2,700    | 0.618 | 0.556 | 0.493 |
| Individual             | \$3,500    | 0.567 | 0.512 | 0.455 |
| Individual             | \$5,000    | 0.509 | 0.460 | 0.410 |
| Family                 | \$2,500    | 0.677 | 0.610 | 0.541 |
| Family                 | \$3,000    | 0.632 | 0.571 | 0.509 |
| Family                 | \$4,000    | 0.574 | 0.521 | 0.467 |
| Family                 | \$5,450    | 0.509 | 0.463 | 0.417 |
| Family                 | \$7,500    | 0.419 | 0.382 | 0.345 |
| Family                 | \$10,000   | 0.377 | 0.347 | 0.316 |

<sup>\*</sup> Stop-Loss on 100% Plan is \$0

### Consumer Indemnity Plan Multiplier Against \$5,000 Stop-Loss

| Individual /<br>Family | Coinsurance | \$10,000 | \$15,000 |
|------------------------|-------------|----------|----------|
| Individual             | 80%         | 0.934    | 0.894    |
| Individual             | 50%         | 0.863    | 0.783    |
| Family                 | 80%         | 0.935    | 0.907    |
| Family                 | 50%         | 0.880    | 0.806    |

### Consumer Indemnity Office Visit Copay Factors

|                        |                          | One Deductible Plus Office Visit / Lab Xray / Urgent Care / Wellness Copay Factors |       |       |             |       |       |
|------------------------|--------------------------|--|-------|-------|-------------|-------|-------|
|                        |                          |  | 100%  |       |             | 80%   |       |
| Individual /<br>Family | In-Network<br>Deductible | Ded / Coins  | \$20  | \$30  | Ded / Coins | \$20  | \$30  |
| Individual             | \$1,200                  | 1.000  | 1.077 | 1.052 | 1.000       | 1.079 | 1.054 |
| Individual             | \$1,500                  | 1.000  | 1.087 | 1.060 | 1.000       | 1.089 | 1.062 |
| Individual             | \$2,000                  | 1.000  | 1.096 | 1.068 | 1.000       | 1.098 | 1.070 |
| Individual             | \$2,700                  | 1.000  | 1.107 | 1.078 | 1.000       | 1.109 | 1.080 |
| Individual             | \$3,500                  | 1.000  | 1.115 | 1.084 | 1.000       | 1.117 | 1.086 |
| Individual             | \$5,000                  | 1.000  | 1.128 | 1.095 | 1.000       | 1.130 | 1.097 |
| Family                 | \$2,500                  | 1.000  | 1.081 | 1.055 | 1.000       | 1.083 | 1.057 |
| Family                 | \$3,000                  | 1.000  | 1.087 | 1.060 | 1.000       | 1.089 | 1.062 |
| Family                 | \$4,000                  | 1.000  | 1.095 | 1.067 | 1.000       | 1.097 | 1.069 |
| Family                 | \$5,450                  | 1.000  | 1.107 | 1.078 | 1.000       | 1.109 | 1.080 |
| Family                 | \$7,500                  | 1.000  | 1.118 | 1.087 | 1.000       | 1.120 | 1.089 |
| Family                 | \$10,000                 | 1.000  | 1.128 | 1.095 | 1.000       | 1.130 | 1.097 |

|             | 50%   |       |
|-------------|-------|-------|
| Ded / Coins | \$20  | \$30  |
| 1.000       | 1.082 | 1.057 |
| 1.000       | 1.092 | 1.065 |
| 1.000       | 1.101 | 1.073 |
| 1.000       | 1.112 | 1.083 |
| 1.000       | 1.120 | 1.089 |
| 1.000       | 1.133 | 1.100 |
| 1.000       | 1.086 | 1.060 |
| 1.000       | 1.092 | 1.065 |
| 1.000       | 1.100 | 1.072 |
| 1.000       | 1.112 | 1.083 |
| 1.000       | 1.123 | 1.092 |
| 1.000       | 1.133 | 1.100 |

| Plan          | AR    |
|---------------|-------|
| Non-HSA Plans | 0.921 |
| HSA Plan      | 0.832 |
| HRA Plan      | 0.832 |

### **Rx Benefits**

| RX | Co-Pay | / Op | otions |  |
|----|--------|------|--------|--|
|    |        |      |        |  |

|             |   | KA CO-Fa   |   |   |        |
|-------------|---|--|---|---|--------|
|             | Discount Card will<br>be included when<br>no Rx benefit is<br>selected for all<br>insured | \$10 Generic /<br>\$25 Formulary<br>/ \$40 Non-<br>Formulary | 100% Generic, \$200 Brand Ded, \$30 or 20% Formular y / \$45 or 50% Non- Formular | \$15 then<br>100%<br>Generic,<br>\$100<br>Brand<br>Ded, \$30<br>or 20%<br>Formulary<br>/ \$45 or<br>50% Non-<br>Formulary | Copays |
| Rx Benefits | 0.000   | 0.127  | 0.088   | 0.097   | 0.107  |

| Individual /<br>Family | Deductible | INA HSA RX<br>SAAOI Plan<br>Multiplier |
|------------------------|------------|--|
| Individual             | \$1,200    | 1.110                                  |
| Individual             | \$1,500    | 1.104                                  |
| Individual             | \$2,000    | 1.098                                  |
| Individual             | \$2,700    | 1.095                                  |
| Individual             | \$3,500    | 1.090                                  |
| Individual             | \$5,000    | 1.080                                  |
| Family                 | \$2,500    | 1.110                                  |
| Family                 | \$3,000    | 1.098                                  |
| Family                 | \$4,000    | 1.095                                  |
| Family                 | \$5,450    | 1.090                                  |
| Family                 | \$7,500    | 1.085                                  |
| Family                 | \$10,000   | 1.079                                  |

### **Economy Solutions Plan**

No Rx Economy Solutions Plan - Coinsurance: OOP \$2,000 Med Serv/Supplies \$4,000 In Patient

| In-Network [ | Out-ot-Network<br>Deductible | 80%/60% | 70%/50% |
|--------------|------------------------------|---------|---------|
| \$1,000      | \$2,000                      | 0.502   | 0.466   |
| \$1,500      | \$3,000                      | 0.446   | 0.413   |
| \$2,000      | \$4,000                      | 0.414   | 0.384   |
| \$5,000      | \$10,000                     | 0.332   | 0.308   |

**Economy Solutions Office Visit Copay Factors** 

| In-Network | Out-or-Network |            | \$35  |            |
|------------|----------------|------------|-------|------------|
| Deductible | Deductible     | \$25 Copay | Copay | \$50 Copay |
| \$1,000    | \$2,000        | 1.023      | 1.00  | 0.967      |
| \$1,500    | \$3,000        | 1.024      | 1.00  | 0.964      |
| \$2,000    | \$4,000        | 1.026      | 1.00  | 0.963      |
| \$5,000    | \$10,000       | 1.029      | 1.00  | 0.958      |

### **Rx Benefits**

**RX Co-Pay Options** 

|             | - RX CO T uy C              |                                   |              |              |                  |
|-------------|-----------------------------|-----------------------------------|--------------|--------------|------------------|
|             |                             |                                   | \$15 men     | \$15 men     |                  |
|             |                             |                                   | 100%         | 100%         |                  |
|             |                             |                                   | Generic,     | Generic,     | \$15 Generic /   |
|             | Discount Card will be       | ¢10 Conorio / ¢2F                 | \$200 Brand  | \$100 Brand  | \$30 or 20%      |
|             | included when no Rx         | \$10 Generic / \$25               | Ded, \$30 or | Ded, \$30 or | Formulary / \$45 |
|             | benefit is selected for all | Formulary / \$40<br>Non-Formulary | 20%          | 20%          | or 50% Non-      |
|             | insured                     | NOH-FOITHUIALY                    | Formulary /  | Formulary /  | Formulary        |
|             |                             |                                   | \$45 or 50%  | \$45 or 50%  | Copays           |
|             |                             |                                   | Non-         | Non-         |                  |
|             |                             |                                   | Formulary    | Formulary    |                  |
| Rx Benefits | 0.00                        | 0.127                             | 0.088        | 0.097        | 0.107            |

| Deductible | INA Economy<br>Solutions RX<br>SAAOI Plan<br>Multiplier |
|------------|---|
| \$500      | 1.160   |
| \$750      | 1.135   |
| \$1,000    | 1.112   |
| \$1,500    | 1.104   |
| \$2,000    | 1.098   |
| \$2,500    | 1.096   |
| \$3,000    | 1.093   |
| \$4,000    | 1.087   |
| \$5,000    | 1.080   |
| \$7,500    | 1.075   |
| \$10,000   | 1.070   |

### 24 Hour Coverage

| Standard Ind    | \$25 |
|-----------------|------|
| Substandard Ind | \$45 |

<sup>\*</sup> does not apply to KS

### **Optional Riders**

| Mental Health Parity Act 50+ ees, all states except KS | 1.01  |
|--|-------|
| Utah- 50/50 Mental Health Rider                        | 1.030 |
| Utah-SAAOI Mental Health Rider                         | 1.075 |

### **Supplemental Accident Benefit**

### **Available on all Deductibles**

| Base Rate Per Member Life | \$12.67 |
|---------------------------|---------|

| Benefit | Factor |
|---------|--------|
| \$500   | 1.000  |
| \$1,000 | 1.630  |
| \$1,500 | 2.150  |
| \$2,000 | 2.670  |

### Maternity

Maternity Available to groups of 2-4 Employees in the following States with 20% Load: WI, NC, TX, & OH.

| Wellness Benefits - Mandatory Rate for PPACA |         |        |            |  |
|--|---------|--------|------------|--|
| Base Rates                                   | Primary | Spouse | Child(ren) |  |
| All Plans                                    | \$8.24  | \$8.24 | \$14.89    |  |

### Wellness Benefit: Prior to 10/1/2010 only

| Plan                               | Copay    | Benefit Limi | Factor |
|------------------------------------|----------|--------------|--------|
| PPO Solutions (Integrated)         | \$20     | \$500        | 1.030  |
| PPO Solutions (Integrated)         | \$30     | \$500        | 1.030  |
| Traditional Solutions (Integrated) | No Copay | \$500        | 1.030  |
| Traditional Solutions (Integrated) | \$20     | \$500        | 1.030  |
| Traditional Solutions (Integrated) | \$30     | \$500        | 1.030  |
| Consumer PPO (Optional)            | No Copay | \$250        | 1.060  |
| Consumer PPO (Optional)            | No Copay | \$500        | 1.100  |
| Consumer PPO (Optional)            | \$20     | \$250        | 1.060  |
| Consumer PPO (Optional)            | \$20     | \$500        | 1.100  |
| Consumer PPO (Optional)            | \$30     | \$250        | 1.060  |
| Consumer PPO (Optional)            | \$30     | \$500        | 1.100  |
| Consumer Indemnity (Optional)      | No Copay | \$250        | 1.060  |
| Consumer Indemnity (Optional)      | No Copay | \$500        | 1.100  |
| Consumer Indemnity (Optional)      | \$20     | \$250        | 1.060  |
| Consumer Indemnity (Optional)      | \$20     | \$500        | 1.100  |
| Consumer Indemnity (Optional)      | \$30     | \$250        | 1.060  |
| Consumer Indemnity (Optional)      | \$30     | \$500        | 1.100  |
| Economy Solutions (Optional)       | \$35     | \$250        | 1.040  |
| Economy Solutions (Optional)       | \$35     | \$350        | 1.050  |
| Economy Solutions (Optional)       | \$35     | \$500        | 1.070  |

### **FEES**

### **Provider Access Fees**

| PPO Plans                             |         |
|---------------------------------------|---------|
| All other States, per subscriber rate | \$11.00 |

|   | Indemnity Plans                       |        |
|---|---------------------------------------|--------|
| / | All Other States, per subscriber rate | \$5.00 |

## Insurers Administrative Corporation / Madison National Life Policy form MNL MMP 0205 Non-Standard Industry Loads

### AR

| Original for states:  | +/-15%       |
|---|--------------|
| Agriculture, Forestry, Fishing / Farms & Ranches                          | 1.08         |
| Amusement Parks   | 1.15         |
| Arms & Ammunition   | 1.20         |
| Asbestos  | 1.30         |
| Attorneys   | 1.30         |
| Auto Repossession   | 1.15         |
| Automotive Repair, Services and Parking                                   | 1.00         |
| Bail Bondsmen   | 1.15         |
| Banking, Investments  | 1.00         |
| Barber & Beauty Shops & Spas  | 1.08         |
| Barges  | 1.15         |
| Bars  | 1.15         |
| Building & Cleaning Maintenance   | 1.00         |
| Business Services   | 1.00         |
| Car Washes  | 1.15         |
| Clubs - Membership Sport and Recreation                                   | 1.00         |
| Communications  | 1.00         |
| Construction  | 1.00         |
| Counseling Centers such as MSW  | 1.08         |
| Dance Halls   | 1.15         |
| Day Care Facilities   | 1.08         |
| Dentistry, Dental Offices - Except Oral Surgeons                          | 1.08         |
| Doctor Offices/Clinics to inc. General Practitioners, Chiropractors, Oral |              |
| Surgeons, Opthalmologists and Psychiatrists                               | 1.15         |
| Drug Stores   | 1.00         |
| Educational Services / Schools  | 1.08         |
| Electric, Gas, and Sanitary Services                                      | 1.00         |
| Engineering, Accounting, Research, Management                             | 1.00         |
| Entertainers  | 1.30         |
| Exterminators   | 1.15         |
| Eye Care (Optometrists)   | 1.00         |
| Florists  | 1.08         |
| Gambling-Related Business   | 1.15         |
| Gas Stations  | 1.08         |
| Health Services   | 1.15         |
| Holding Companies   | 1.00         |
| Hotels and Other Lodging  | 1.08         |
| Insurance   | 1.00         |
| Legal Services  | 1.30         |
| Liquor Stores Manufacturing   | 1.08         |
| ů   | 1.00         |
| Massage Parlors Membership Organizations                                  | 1.15         |
| Mining  | 1.00<br>1.30 |
| Miscellaneous Repair Services   |              |
| Miscellaneous Services  Miscellaneous Services                            | 1.00<br>1.00 |
| Motion Pictures   | 1.00         |
| Motor Vehicle Dealerships (Auto, Boat, RV)                                | 1.00         |
| Motor Vehicle Dealerships (Cycle, ATV)                                    | 1.20         |
| Municipalities & Government Agencies                                      | 1.20         |
| Museums, Art Galleries and Gardens  | 1.00         |
| Nursing Homes   | 1.30         |
| Oil & Gas Extraction  | 1.15         |
| Parking Lots  | 1.08         |
| Pawn Shops  | 1.08         |
| Personal Services   | 1.00         |
| Pharmacies  | 1.00         |
| Pilots - Crop Dusting and Aerobatic / Stunt                               | 1.30         |
| Pipelines, except Natural gas   | 1.30         |
| Pool Halls  | 1.15         |
| Private Households  | 1.13         |
| Public Administration   | 1.00         |
| Real Estate (Agents, Development, Mgmt)                                   | 1.00         |
| roar Lotato (Agonto, Dovolopinont, Mgmt)                                  | 1.00         |

Non-Standard Industry Loads

| Religious Groups  | 1.15 |
|---|------|
| Restaurants   | 1.08 |
| Retail Trade  | 1.00 |
| Sawmills & Logging Operations                                       | 1.15 |
| Social Services   | 1.00 |
| Social Svcs/Non-Profit, i.e. Goodwill, St Vincent DePaul, Community |      |
| Chest   | 1.08 |
| Transportation - Rail, Transit, Freight                             | 1.00 |
| Transportation by Air   | 1.15 |
| Transportation Services   | 1.15 |
| Trucking - Long Haul  | 1.15 |
| United States Postal Service  | 1.00 |
| Waste Management  | 1.15 |
| Water Transportation  | 1.15 |
| Wholesale Trade   | 1.00 |
| Wrecking & Demolition   | 1.30 |

| Program | MNL SG    |        |  |
|---------|-----------|--------|--|
|         | Actively  |        |  |
| State   | Marketed? | Factor |  |
| AR      | Υ         | 0.731  |  |

| State | State Actively Marketed? | 3-digit Zip | Area | Factor |
|-------|--------------------------|-------------|------|--------|
| AR    | Υ                        | 716         | 2    | 0.8    |
| AR    | Υ                        | 717         | 2    | 0.8    |
| AR    | Υ                        | 718         | 4    | 0.9    |
| AR    | Υ                        | 719         | 2    | 0.8    |
| AR    | Υ                        | 720         | 4    | 0.9    |
| AR    | Υ                        | 721         | 2    | 0.8    |
| AR    | Υ                        | 722         | 4    | 0.9    |
| AR    | Υ                        | 723         | 4    | 0.9    |
| AR    | Υ                        | 724         | 2    | 8.0    |
| AR    | Υ                        | 725         | 2    | 8.0    |
| AR    | Υ                        | 726         | 2    | 8.0    |
| AR    | Υ                        | 727         | 2    | 0.8    |
| AR    | Υ                        | 728         | 2    | 8.0    |
| AR    | Υ                        | 729         | 2    | 0.8    |

# Insurers Administrative Corporation / Standard Security Life Policy form SSL MMP 0205 PPO Factors

| State | City         | Zip Code | Arkansas<br>Managed Care<br>Network | First<br>Health<br>Network | GWH/CIG<br>NA | Novasys<br>Health | Private<br>HealthCar<br>e Systems |
|-------|--------------|----------|-------------------------------------|----------------------------|---------------|-------------------|-----------------------------------|
| AR    | Pine Bluff   | 716      | 0.98                                | 0.88                       | 0.88          | 0.82              | 0.96                              |
| AR    | Pine Bluff   | 717      | 0.98                                | 0.88                       | 0.88          | 0.82              | 0.96                              |
| AR    | Pine Bluff   | 718      | 0.98                                | 0.88                       | 0.88          | 0.82              | 0.96                              |
| AR    | Little Rock  | 719      | 0.96                                | 0.88                       | 0.88          | 0.82              | 0.96                              |
| AR    | Little Rock  | 720      | 0.96                                | 0.86                       | 0.8           | 0.84              | 0.9                               |
| AR    | Little Rock  | 721      | 0.96                                | 0.86                       | 0.8           | 0.84              | 0.9                               |
| AR    | Little Rock  | 722      | 0.96                                | 0.9                        | 0.8           | 0.84              | 0.9                               |
| AR    | Little Rock  | 723      | 0.96                                | 0.9                        | 0.89          | 0.84              | 0.97                              |
| AR    | Little Rock  | 724      | 0.96                                | 0.9                        | 0.89          | 0.84              | 0.97                              |
| AR    | Little Rock  | 725      | 0.96                                | 0.9                        | 0.89          | 0.84              | 0.97                              |
| AR    | Fayetteville | 726      | 0.96                                | 0.9                        | 0.89          | 0.84              | 0.97                              |
| AR    | Fayetteville | 727      | 0.96                                | 0.9                        | 0.89          | 0.84              | 0.97                              |
| AR    | Fort Smith   | 728      | 1                                   | 0.9                        | 0.89          | 0.84              | 0.97                              |
| AR    | Fort Smith   | 729      | 1                                   | 0.9                        | 0.89          | 0.84              | 0.97                              |

Madison National Life Insurance Company, Inc.

State: Arkansas Filing Company:

TOI/Sub-TOI: H16G Group Health - Major Medical/H16G.003A Small Group Only - PPO

**Product Name:** MNL MMP 0205 12/1/12 rate filing

Project Name/Number: MNL MMP 0205 12/1/12 rate filing/MNL MMP 0205 12/1/12 rate filing

### **Supporting Document Schedules**

|                            |                               | Item Status:    | Status Date: |
|----------------------------|-------------------------------|-----------------|--------------|
| Bypassed - Item:           | Flesch Certification          | Approved-Closed | 10/15/2012   |
| Bypass Reason:             | NA                            |                 |              |
| Comments:                  |                               |                 |              |
|                            |                               | Item Status:    | Status Date: |
| Bypassed - Item:           | Consumer Disclosure Form      | Approved-Closed | 10/15/2012   |
| Bypass Reason:             | NA                            |                 |              |
| Comments:                  |                               |                 |              |
|                            |                               | Item Status:    | Status Date: |
| Satisfied - Item:          | MNL Authorization Letter 2012 | Approved-Closed | 10/15/2012   |
| Comments:                  |                               |                 |              |
| Attachment(s):             |                               |                 |              |
| ICC Authorization letter M | Madison Nat 2012.pdf          |                 |              |



January 1, 2012

Mr. Brian Camling President Insurance Compliance Consultants, Inc. 3925 East State Street, Suite 200 Rockford, IL 61108

Dear Mr. Camling:

Please accept this letter as written confirmation that Insurance Compliance Consultants, Inc., has authority to file the attached form(s) or a state specific variation of it, and to act on behalf of Madison National Life Insurance Company, Inc. regarding such filings, in all jurisdictions where this form(s) or a state specific variation of it is being filed. Madison National may withdraw this authorization at any time, by giving notice to Insurance Compliance Consultants.

Sincerely,

Larry Graber